

GENDER PAY GAP REPORT 2021

At Greenhous, we believe that we are one of the best companies to work for in the motor industry.

We value our employees and are committed to providing competitive salaries and benefits, along with a genuine work-life balance. Overall our Indeed.com score as an employer is 4.5 out of 5 (March 2022).

Greenhous Group (Holdings) Ltd and Greenhous Group Limited are required to report their gender pay gaps, due to employing more than 250 employees. Greenhous Limited does not employ more than 250 employees so is not required by law to report, but has been included in this exercise for transparency. Greenhous Group Limited and Greenhous Limited are both subsidiaries of Greenhous Group (Holdings) Ltd.

The gender pay gap is the difference in the average earnings of male and female employees regardless of their role or seniority, and is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

The gender pay gap does not measure, and should not be confused with, equal pay which is the right for men and women to be paid the same when doing the same, or equivalent, work. Greenhous is committed to the principle of equality.

All data included within this report is based on a snapshot date of 5 April 2021. The calculations are intended to assist Greenhous in complying with the Gender Pay Gap Regulations 2017.

The gender pay gap reporting rules require that employees and workers who do not receive their normal pay for the reporting month be excluded from the calculations. Although significantly fewer employees and workers were furloughed during April 2021, there were still those excluded from Gender Pay Gap reporting due to being furloughed (or excluded for other reasons) in April 2021. Other exclusions were made due to maternity leave, not receiving any pay due to not working that month (e.g. casual workers who did not work); unpaid absence and receiving SSP only payments due to sickness absence. The percentages below relate to Greenhous Group (Holdings) Ltd:

	Female	Male	Total
Excluded due to furlough	9.1% (63.5% 2020)	9.1% (71% 2020)	9.1% (69.8% 2020)
Excluded for other reasons	2.4% (1.8% 2020)	3.5% (1.0% 2020)	3.3% (1.1% 2020)
Total	11.5% (65.3% 2020)	12.6% (71.9% 2020)	12.4% (70.9% 2020)

The mean gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
17.2%	18.3%	10.4%
(23.4% 2020)	(24.4% 2020)	(19.4% 2020)
(12.3% 2019)	(12.9% 2019)	(8.6% 2019)

Based on the fact that 12.4% of our workforce was excluded from gender pay gap reporting for 2021, we do not believe that the above figures for 2021 are a true reflection of our gender pay gap. However, we expect that it is significantly closer to a true reflection than the figures reported in 2020 when 70.9% of the workforce was excluded from reporting.

The median gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
10.3%	14.3%	-30.4%
(20.3% 2020)	(36.1% 2020)	(-13.01% 2020)
(8.5% 2019)	(8.9% 2019)	(-3.3% 2019)

Based on the fact that 12.4% of our workforce was excluded from gender pay gap reporting for 2021, we do not believe that the above figures for 2021 are a true reflection of our gender pay gap. However, we expect that it is significantly closer to a true reflection than the figures reported in 2020 when 70.9% of the workforce was excluded from reporting.

The mean bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
62.9%	64.3%	47.9%
(60.1% 2020)	(97.3% 2020)	(34.5% 2020)
(31.3% 2019)	(33.2% 2019)	(27.3% 2019)

The bonus gender pay gap is calculated for the period April 2020 to March 2021, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated. In addition, the fact that a significant number of staff were furloughed during this period also has had an influence on ability to earn bonuses during this time.

The median bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
34.4%	40.4%	-60.9%
(35.2% 2020)	(27.6% 2020)	(11.4% 2020)
(-71.9% 2019)	(-80.1% 2019)	(11.9% 2019)

The bonus gender pay gap is calculated for the period April 2020 to March 2021, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated. In addition, the fact that a significant number of staff were furloughed during this period also has had an influence on ability to earn bonuses during this time.

The proportion of males and females receiving a bonus payment:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited
Males: 39.3% (37.1% 2020) (77.0% 2019)	Males: 39.3% (35.9% 2020) (80.8% 2019)	Males: 39.4% (49.5% 2020) (50.0% 2019)
Females: 33.9% (45.2% 2020) (53.5% 2019)	Females: 36.2% (49.0% 2020) (59.5% 2019)	Females: 20.8% (17.4% 2020) (28.6% 2019)

The bonus gender pay gap is calculated for the period April 2020 to March 2021, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated. In addition, the fact that a significant number of staff were furloughed during this period also has had an influence on ability to earn bonuses during this time.

The proportion of males and females in each quartile band:

Greenhous Group (Holdings) Ltd	Bands	Total no. employees in band	Females	Males
	Upper	208	13.0% (7.1% 2020) (10.2% 2019)	87.0% (92.9% 2020) (90% 2019)
	Upper Middle	208	12.5% (15% 2020) (11.7% 2019)	87.5% (85% 2020) (88.3% 2019)
	Lower Middle	208	26.4% (28% 2020) (19.2% 2019)	73.6% (72.0% 2020) (80.8% 2019)
	Lower	207	17.4% (26% 2020) (17% 2019)	82.6% (74% 2020) (83% 2019)

Greenhous Group Limited	Bands	Total no. employees in band	Females	Males
	Upper	173	12.1% (6.5% 2020) (9.1% 2019)	87.9% (93.5% 2020) (90.9% 2019)
	Upper Middle	174	10.9% (14.0% 2020) (11.6% 2019)	89.1% (86.0% 2020) (88.4% 2019)
	Lower Middle	174	24.7% (28.3% 2020) (17.7% 2019)	75.3% (71.7% 2020) (82.3% 2019)
	Lower	173	23.1% (26.1% 2020) (15.9% 2019)	76.9% (73.9% 2020) (84.1% 2019)

Greenhous Limited	Bands	Total no. employees in band	Females	Males
	Upper	34	20.6% (14.3% 2020) (12.1% 2019)	79.4% (85.7% 2020) (87.9% 2019)
	Upper Middle	34	26.5% (37.5% 2020) (29.4% 2019)	73.5% (62.5% 2020) (70.6% 2019)
	Lower Middle	35	5.7% (37.5% 2020) (29.4% 2019)	94.3% (62.5% 2020) (70.6% 2019)
	Lower	34	8.8% (0.0% 2020) (12.1% 2019)	91.2% (100.0% 2020) (87.9% 2019)

Overall, as is typical of the motor industry, there continues to be a large gender imbalance, but there has been an improvement based on the overall structure of the workforce (i.e. ignoring exclusions): 17.2% female (compared to 15.9% in 2020 and 14.7% in 2019) and 8.28% male (compared to 84.1% in 2020 and 85.3% in 2019).

Greenhous continues to work to attract females to the industry, but this will be a long-term project as females will need to be attracted at apprenticeship level in a number of roles, in order to progress up the career ladder. Unfortunately, due to the lockdowns over the past two years, we have not been able to attend school careers days and other related events, in an endeavour to attract more females into the industry. We hope to resume this activity in the near future.

Observations

- Since the 2020 report, Greenhous has acquired further new sites in the South of England under the Adams Morey division (part of Greenhous Group).
- As is typical for this industry, the majority of senior roles are currently held by males.

Closing the gap

Whilst we do not believe the figures for 2021 to be a completely genuine reflection of our workforce, we will continue to make every effort to continue to reduce our gender pay gap.

Greenhous is an equal opportunities employer, committed to gender diversity and pay parity. We are committed to increasing the number of females in our workforce and continue to seek to increase the number of females at all levels within the company, with a workplace culture and environment that will attract and retain females to Greenhous.

To this end, we are also committed to improving our gender pay gap figures through a number of initiatives, which continue from previous years:

- **Recruitment and Retention:** the motor trade has traditionally been a male dominated industry and there are not a lot of qualified females, especially in technical roles, to recruit into the company. Our aim therefore is to recruit females at an apprenticeship level, especially for technical roles, so that they can be trained to become qualified. In the short to medium term we expect that, realistically, this will widen our gender pay gap as female apprentices will be paid much less than male employees who are qualified and experienced, but in the long term this imbalance will adjust and the gender pay gap will be reduced in the long term.

In order to reach as wide an audience as possible we advertise our vacancies across a wide range of platforms including our web site, social media, job centres, local newspapers and recruitment agencies. We also advertise all vacancies internally, to promote skills and career development within.

- **Flexible Working:** Greenhous offers all employees the right to request to work flexibly.
- **Relationships with schools and colleges:** we will continue to build relationships with local schools and colleges to promote the motor trade as a viable career option for females.

Greenhous holds a realistic view that, in themselves, none of the above initiatives will remove the gender pay gap and that schools and the government also have a responsibility to promote traditionally male dominated industries to female students as a viable career option. Even with this, it will take time for new females entering the industry to work up the career ladder.

Nevertheless, we are committed to make improvements and will continue to report on the work we are doing to close the gap, on an annual basis.

I, Mike Pawson, Financial Director, confirm that the information in this statement is accurate.

Mike Pawson

25 March 2022