

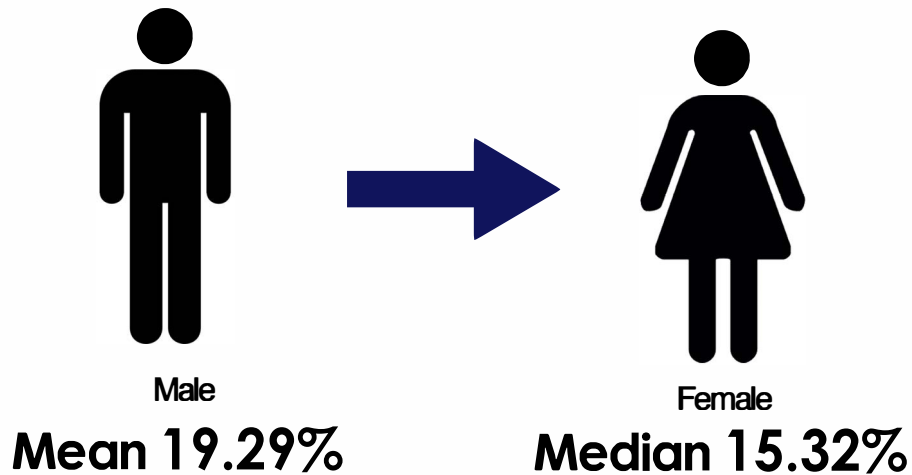
Days Motor Group

2019 Gender Pay Report

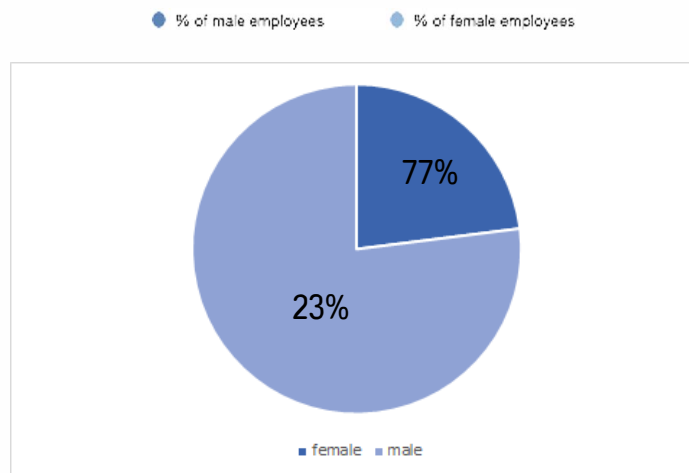
Day's 2019 Gender Pay Gap Report

This report presents gender pay gap data for Day's Motor Group based on snapshot figures from the wage file on the 5th April 2019.

Gender Pay Gap



The gender pay gap is based on an hourly rate for male and female colleagues. The gap is then reported as a difference between the mean or median of that hourly rate.



Within Days Motor group a gender pay exists due to the nature of the industry and the fact that there are more men than women in senior positions.

Days

2019 Gender Pay Gap Report

Gender Pay Gap

45.68%

45.53%

Male

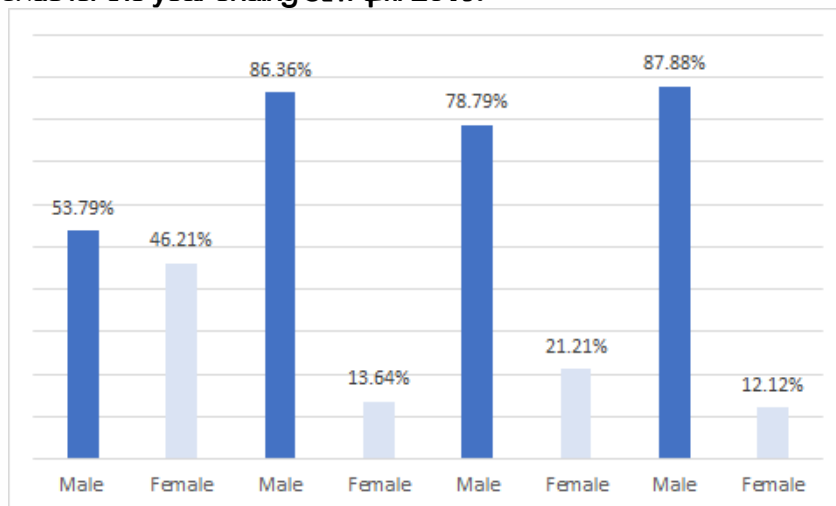
Female

% of employees which received a bonus

Mean 52.46%

Median 24.00%

The bonus payment gap demonstrates the difference between the number of men and women that received a bonus for the year ending 5th April 2019.



The graph illustrates the gender split when the hourly rate of pay is listed in the order of highest to lowest and then split by ranking into quartiles for both men and women.



2019 Gender Pay Gap Report

Explanation of why there is a Gender Pay Gap

A gender pay gap exists due to the imbalance of male and female employees across the whole company, this is in line with the industry that we trade within.

Men and women that work in the same role have an identical pay structure within Days Motor Group.

Stuart Smith

Finance Director