



GENDER PAYGAP REPORT

DATA FROM APRIL 2024 – APRIL 2025



The gender pay gap measures the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women.

Hendy Group Limited is an equal pay employer ensuring male and female colleagues are paid equally for equivalent roles within our business.

Our results - pay



Our median pay for females is 15.19% less than male colleagues.

This is an improvement of 5% from the previous year.

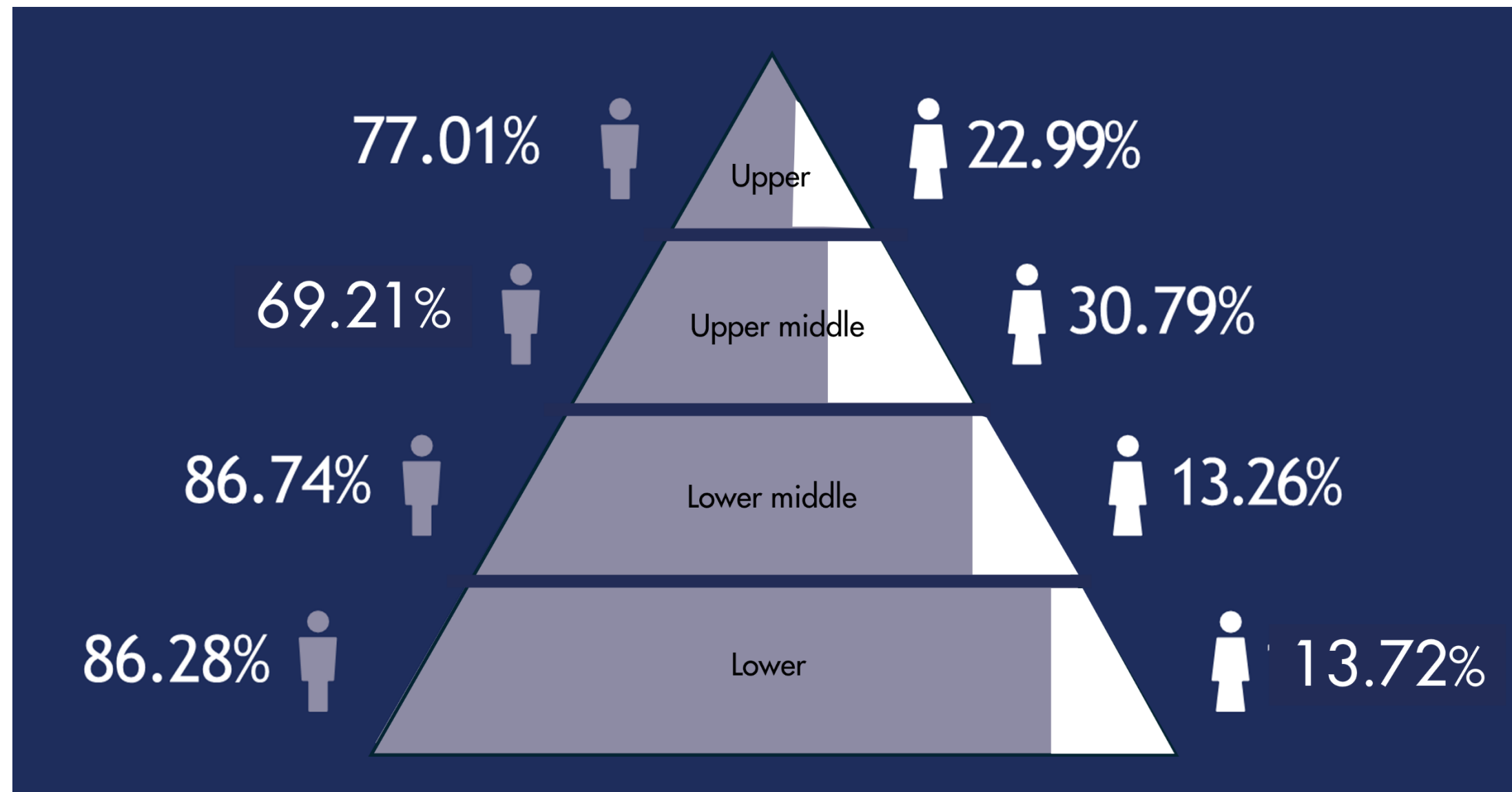
Whilst we have seen improvement it is acknowledged that the gender pay gap observed within the automotive retail sector is strongly influenced by the industry's workforce composition, which remains disproportionately male.

Pay quartiles

This is where we split our workforce into four equally-sized parts based on people's hourly pay. We've then split each part by gender.

This shows where the gender split is across these four quartiles and where the majority of females sit across the organisation.

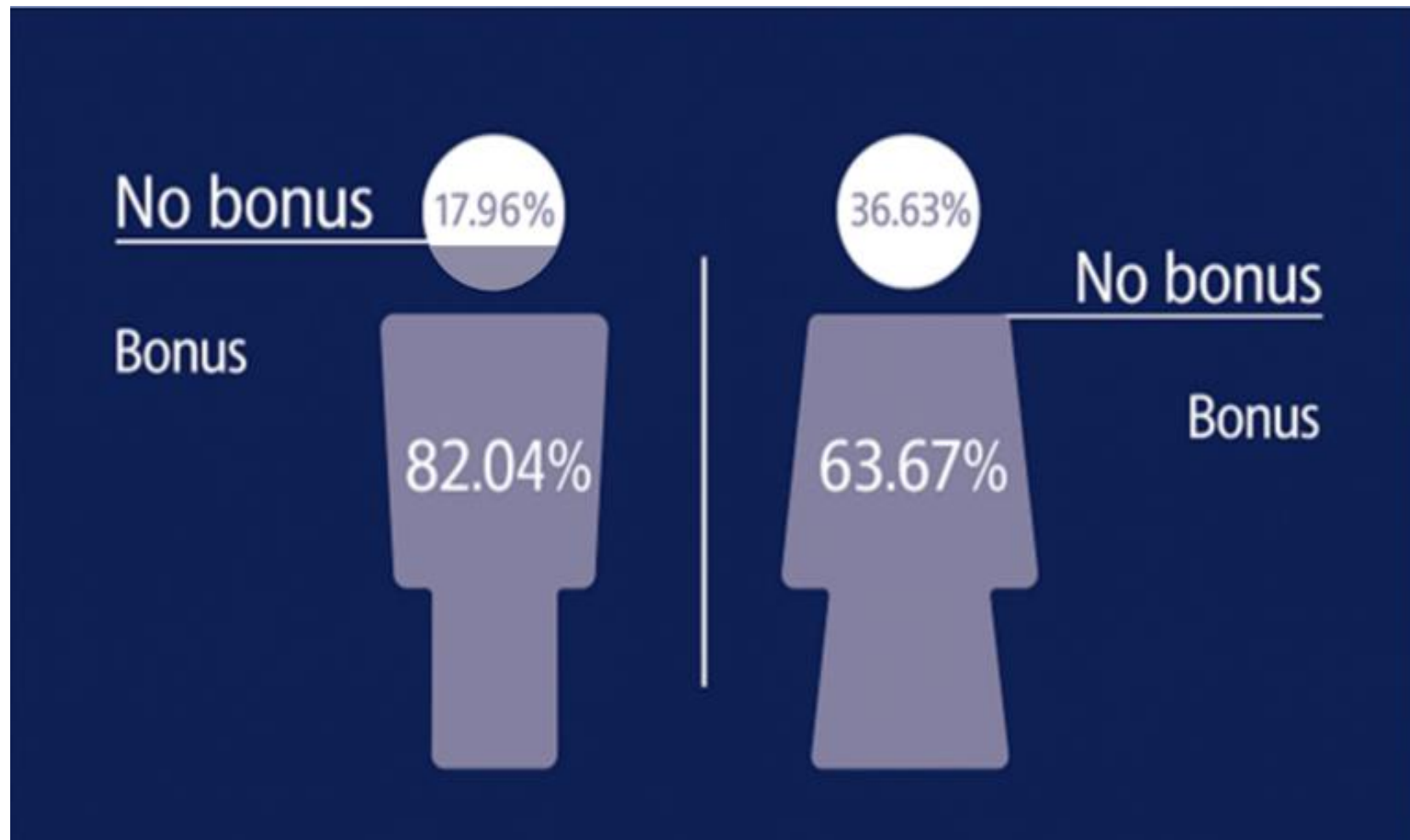
Our gender pay gap leans heavily towards men, mainly because our industry is predominantly male-dominated.



Our results - bonus

Our median bonus pay gap is 36.25%.

This is an improvement of almost 7% from the previous year.



There is an 18% difference between the number of men and women being paid a bonus.

This is due to the number of women in leadership and technical roles, that are eligible for a bonus as part their remuneration package.

Our commitment

At Hendy Group, we remain fully committed to gender equality, recognising a diverse workforce is essential to driving successful business performance.

Through our apprenticeship programme we proactively seek to attract and develop people into the business by enabling a learning culture. This ensures we grow a diverse talent pool through our early careers approach.

We have focused on appointing the right person for the opportunities available by ensuring the talent pool is diverse; and have seen a noticeable increase of women in leadership and management roles.



Paul Hendy
Chief Executive Officer

