

Renault Retail Group Gender Pay Gap Report 2018



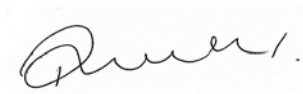
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Diversity Statement

Renault Retail Group fully recognises and supports the growth and development of a diverse workforce as being paramount to the success of our business. We are committed to fostering a climate within our business that promotes diversity at every opportunity and encourages a trusting environment based on mutual respect and equal opportunities.

We recognise that today a pay gap exists and that this will remain until we are able to achieve a more balanced workforce profile of both male and female employees. We are confident that our actions we have planned over the next few years will help to close this gap and help us achieve our vision of balanced workforce with opportunities that are attractive to both male and female employees.



Rachel Manley
Head of Human Resource, Renault Retail Group UK

	Mean	Median
Pay Gap	- 24%	- 24%
Bonus Gap	- 51%	- 45%

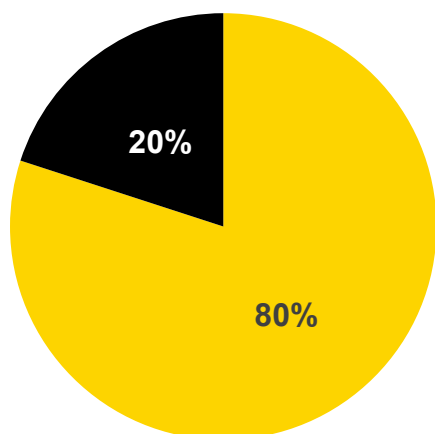
The data above illustrates the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2018. It also shows the mean and median differences between bonuses paid to our men and woman colleagues the year ending 5th April 2018.

The gender pay gap is a difference in the average pay and bonus of all men and woman across Renault Retail Group UK, although we are confident we have equal pay for work of an equal value, we do currently have a gender pay gap when we compare the overall average pay and bonuses for woman and men.

Proportion of employees receiving a bonus

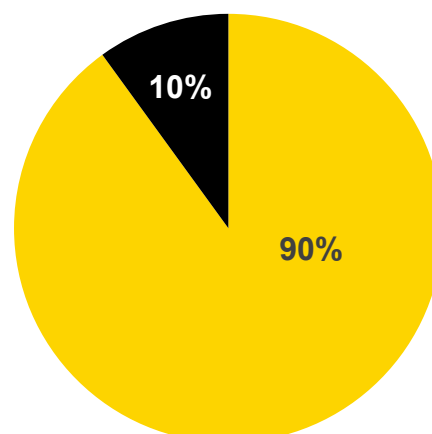
Proportion of female employees awarded a bonus during year to April 2018

■ Received a bonus ■ Didn't receive a bonus



Proportion of male employees awarded a bonus during year to April 2018

■ Received a bonus ■ Didn't receive a bonus

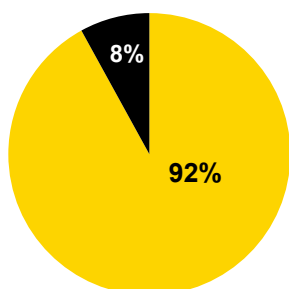


Our data reflects that our workforce is largely populated by a male workforce. The current bonus pay gap is reflective of this showing that 90% of males receive a bonus as opposed to 80% of females. This is largely related to the fact engineering and sales type roles in the motor industry are typically and traditionally attractive to males and these roles have productivity and efficiency bonuses as part of their total compensation package. With a view to closing this gap we took a positive action to launch a new bonus scheme from April 2018 linked to improving our customer's experience. The bonus is applicable to roles that are currently largely occupied by our female colleagues. Now in place it will mean that 97% of our female colleagues will be receiving a bonus and this will be reflected in next year's results.

Pay Quartiles

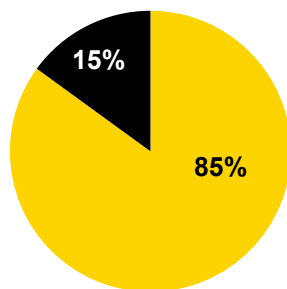
Upper Quartile

■ Males ■ Females



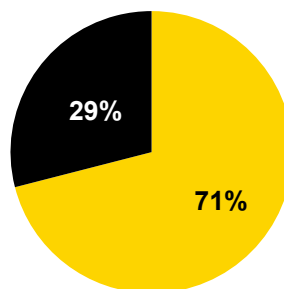
Upper Middle Quartile

■ Males ■ Females



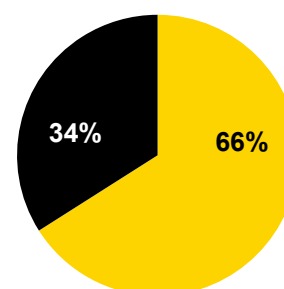
Lower Quartile

■ Males ■ Females



Lower Middle Quartile

■ Males ■ Females



The above charts illustrate the gender distribution across four equally sized pay quartiles. Whilst this does show that we are largely represented by a male workforce with only 22% of our workforce currently represented by woman, this data does however illustrate that our efforts to encourage female representation across our business at all levels has provided us with the benefits of a diverse workforce. We are committed to continuing with our efforts and positively enforce equality throughout Renault Retail Group.

Understanding our data

The gender pay gap is a difference in the average pay and bonus of all men and woman across Renault Retail Group UK, although we are confident we have equal pay for work of an equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for woman and men. This pay gap is because of the unequal distribution of men and woman across Renault Retail Group UK and our industry in general, not because of our pay policies and practices. Our policies and practices are designed to control potential pay imbalances and ensure equal pay for equivalent jobs regardless of gender.

Our Commitment from our Managing Director

Renault Retail Group UK continues to work hard to address the gender pay gap caused mainly by an imbalance of our workforce demographics. We aim to encourage equal contributions from both woman and men in all areas of our business, at all levels and in all locations. We strive to ensure equal access to recognition, rewards and opportunities. We will continue to constantly review all of our processes and practices to foster equality throughout our business and ensure gender equality in all aspects of employment.

We support the UK government initiative in gender equality and the requirement for companies to publish their pay gaps and will continue to work to close ours.

Barry Jones
Managing Director, Renault Retail Group UK

Thank you

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