

# EMPLOYEE COMMUNICATION

## Gender Pay Gap Reporting



### **We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

This involves carrying out six calculations that show the difference between the average earnings of men and women in Heritage; it will not involve publishing individual employees data. We are required to publish these results on our own website and a government website. We will do this by March 31st 2018.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Further details about how Heritage intend to tackle the gender pay gap can be found by:

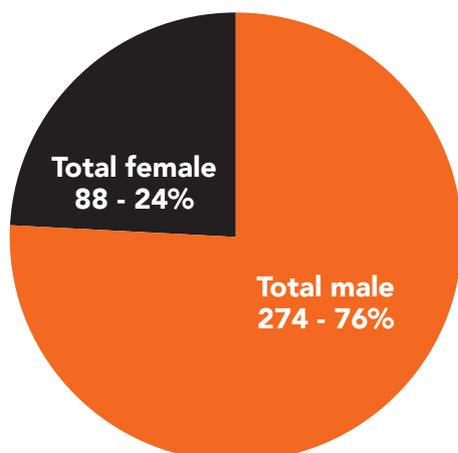
- Talking to your supervisor or manager
- Contacting your HR department
- Looking at our company website

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose by contacting the HR Department.

You can learn more about Gender Pay Reporting by visiting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

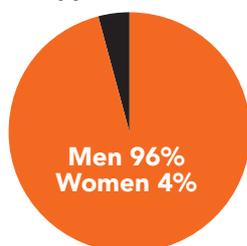
## Gender Pay Gap Results for snapshot date of 1st April 2017

Total headcount 362

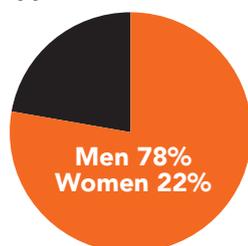


National Average Gender Pay Gap	18.1%
Mean Gender Pay Gap	9.44%
Median Gender Pay Gap	5.68%
Mean Bonus Gender Pay Gap	66.51%
Median Bonus Gender Pay Gap	58.67%
% of Men Receiving Bonus	80%
% of Female Receiving Bonus	55%

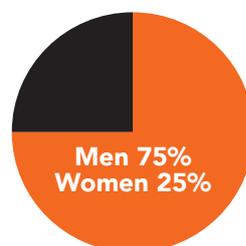
Upper Quartile



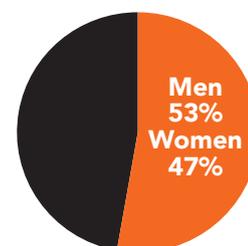
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



### Heritage Automotive Gender Pay Gap Statement

Heritage Automotive understands the value of gender diversity and already utilises a number of people tactics to afford fair and comparable opportunities to all colleagues, regardless of gender. We are confident that we pay male and female colleagues equally, though we recognise that as we have a significantly larger number of males working for us, we do have a gender pay gap. Whilst that gap is half that of the national average reported in 2017, Heritage will continue to make efforts to address the difference.

Over the next 5 years Heritage will strive to close the gap and support the UK vision to improve gender parity. To do this Heritage will be seeking to –

- Ensure all leaders and those involved with recruitment are provided with in-depth equality and diversity training
- Review flexible working provisions
- Improve communication and increase the uptake of shared parental leave options
- Engage with schools and colleges to encourage women into technical and mechanic roles
- Develop a women's leadership network focusing on providing mentors for progressing female employees to senior roles

We have made a long term commitment to business improvements with the principles of diversity and inclusion continuing to inform the Heritage experience for both customers and colleagues.