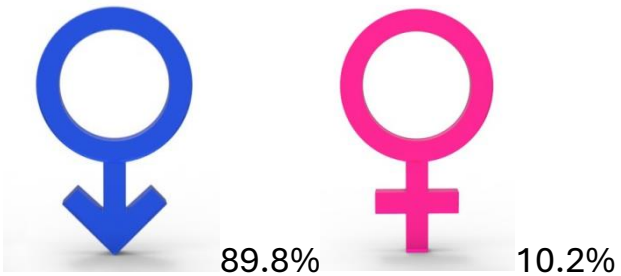
CARGIANT LTD GENDER PAY REPORT April 2024

This is Car Giant Ltd ("Cargiant") sixth year of publishing its gender pay information. We have calculated our Gender Pay Gap and Gender Bonus Gap as of the snapshot date of 5th April 2024. This report provides a year-on-year comparison to assess our progress in addressing gender pay disparities.

The Company's total headcount has changed slightly compared to last year, reflecting a shift in recruitment and workforce composition.

Year	Male Employees	Female Employees	Total
2023	443	46	489
2024	474	54	528



The proportion of male and female employees remains similar, with males making up **89.8%** of the workforce and females **10.2%**.

Gender Pay Gap Analysis

Year	Mean Gender Pay Gap	Median Gender Pay Gap
2023	18.4%	4.3%
2024	10.4%	3.4%

The data shows a **reduction** in both the mean and median gender pay gaps compared to 2023. The **mean gender pay gap** has decreased from **18.4% to 10.4%**, while the **median gender pay gap** has reduced slightly from **4.3% to 3.4%**.

Bonus Pay Gap Analysis

Year	Mean Bonus Pay Gap	Median Bonus Pay Gap
2023	57.1%	57.6%
2024	45.7%	50.5%

While the gender bonus gap remains high, a reduction in both the mean and median bonus gaps indicates some progress in improving bonus distribution equity.

Proportion of Males and Females Receiving a Bonus

Year	Males Receiving Bonus	Females Receiving Bonus
2023	35.2%	46%
2024	40.5%	43%

More male employees received bonuses this year compared to last, while the proportion of female employees receiving bonuses slightly decreased.

Proportion of Males and Females in Each Pay Quartile

Quartile	2024 (M/F)	2023 (M/F)	2024 (M/F) %		2023 (M/F) %	
Lower Quartile	117/20	106/16	85.4%	14.6%	86.9%	13.1%
Lower Middle Quartile	118/9	111/12	92.9%	7.1%	90.2%	9.8%
Upper Middle Quartile	115/17	111/12	87.1%	12.9%	90.2%	9.8%
Upper Quartile	124/8	115/6	93.9%	6.1%	95%	5%

Analysis of pay quartiles shows that while there has been some movement towards gender balance in lower pay bands, men continue to dominate the upper & middle quartiles.

Understanding the Gap: Several factors contribute to our gender pay gap:

1. **Representation in Senior Roles** – A significantly higher proportion of men continue to occupy leadership and senior positions.
2. **Role Distribution** – Women remain concentrated in lower-paid roles.
3. **Industry Trends** – Our sector historically has a gender imbalance in technical and leadership roles.
4. **Bonus Allocation** – Performance-related pay schemes continue to be male-dominated roles.

Actions to Address the Gender Pay Gap To continue reducing the gender pay gap, we are committed to:

1. **Career Progression Programs** – Expanding mentorship and leadership development opportunities for women.
2. **Recruitment & Promotion Practices** – Ensuring diverse shortlists and equitable promotion pathways.
3. **Pay Transparency** – Conducting regular pay audits.
4. **Bonus & Reward Review** – Reviewing performance pay to ensure fairer distribution.
5. **Inclusive Workplace Policies** – Supporting flexible working arrangements.

Conclusion The results of our 2024 analysis show progress in closing the gender pay gap, particularly in reducing the mean and median pay differences. However, challenges remain, particularly in senior role representation and bonus disparities. By implementing targeted strategies, we aim to continue fostering an inclusive and fair workplace. Given the nature of the business and the industry we operate in, the workforce continues to be predominantly male, which is inclusive of the Company Directors. As a result of this, we have again calculated a positive mean gender pay gap.

I confirm the data and information reported is accurate.

Michael Holahan
Managing Director
Date:03/04/2025