

Gender Pay Gap Report for 2020/2021

Motus is a diversified (non-manufacturing) business in the automotive sector with unrivalled scale and scope in South Africa, and a selected international presence, primarily in the United Kingdom and Australia and a limited presence in South East Asia, and Southern and East Africa.

Motus Group (UK) Ltd. manages the automotive interests of Motus Holdings Limited in the United Kingdom. These encompass 115 vehicle franchise outlets at 78 locations.

The business additionally operates specialist commercial vehicle body shops and has further interests in parts and service facilities and commercial vehicle equipment supply.

Motus Group (UK) Ltd. encompasses the UK's largest independent commercial vehicle dealer group and, with its passenger vehicle interests included, ranks inside from the Top 15 of all UK automotive dealer groups. The company has annual revenues of over £1 billion and employs almost 3000 people across its operations.

All employees of Motus in the UK as of the snapshot date of 4th April 2020 were employed by Motus Group (UK) Ltd.

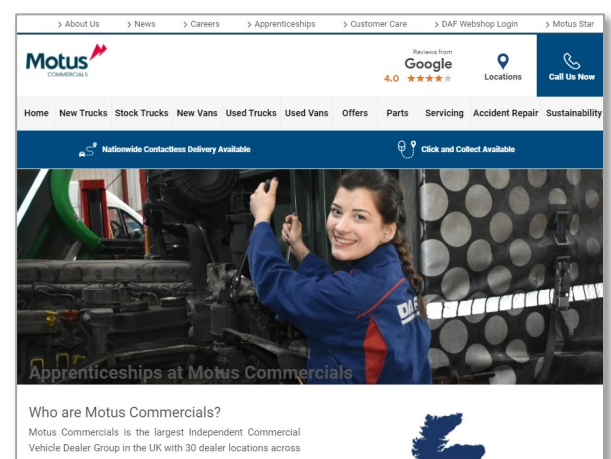
It is difficult to compare our data from this submission to our previous submission for 2018 for 2 main reasons:

1. We have merged our previous legal entity structure from multiple legal entities (some of which were excluded as they employed less than 250 people) to one legal entity that employs every Motus employee in the UK, Motus Group (UK) Ltd
2. Complying with the rules around reporting meant we were obliged to take many employees out of the scope of this data due to the Coronavirus situation as a large number of employees were placed on furlough in April 2020 as this was at the height of pandemic restrictions when many of our retail operations were unable to trade.

However overall it can be seen that whilst improvements seem to be coming through with our numbers, there is still work to be done to address the Gender Pay Gap that exists across our businesses. A primary reason for the identified gaps is that there is a significantly higher proportion of male employees, both in general across the businesses, but specifically in 2 main areas where earnings are often higher than in other roles, namely in middle and senior management positions and in skilled technician roles (especially in our heavy commercial vehicle businesses). This situation is echoed by many other businesses in the automotive sector across the UK.

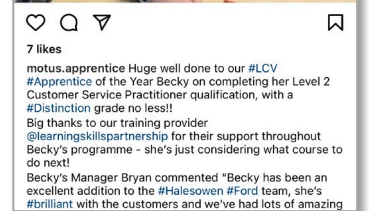
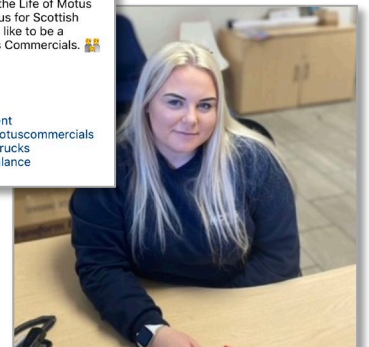
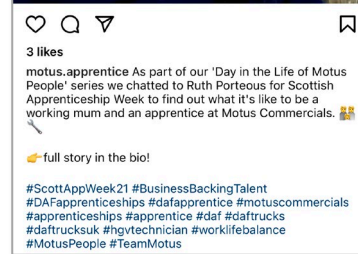
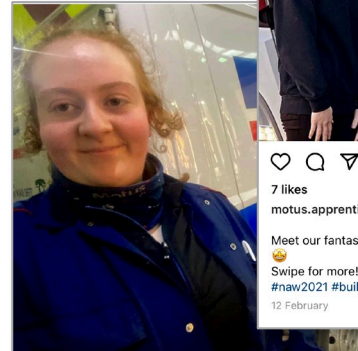
We are committed to addressing the under-representation of females both in the specific roles identified, and in general. Some of the initiatives we have undertaken to address this are:

- Highlighting stories of successful women within our businesses to potential new applicants with



our recruitment marketing- see for example on the right, the home page of our Apprentice recruitment page, and posts on our Instagram page that highlight stories of the success of our female apprentices encouraging other female applicants to our Apprenticeship Programmes.

- Active identification of and encouragement of high potential female employees within the business, including mentoring opportunities and participation in training and development events as part of our approach to Succession Planning. For example the Finance Director of our Pentagon Motor Group Division is female having been developed and promoted through the business, and there are high levels of female representation in our headline senior management development programme.
- Promotion of various family-friendly initiatives including supporting those returning from maternity leave, flexible working (including from home) and part time hours. These initiatives help our employees achieve a healthy work-life balance and help us retain our talent.
- Mandating the completion of training across all 3,000 UK employees on Diversity and Inclusion and also Unconscious Bias to help all employees ensure these critical matters are addressed in all facets of our business.
- Running of local working groups to look at issues surrounding the attraction of women into the company, to address any obstacles in female progression, and to ensure success stories on social media platforms.



We firmly believe these strategies and commitments will help us close the gap over time and move us (and the wider automotive industry) towards achieving true gender parity.

Declaration

I confirm the information contained within this report is accurate

Rob Truscott
 Chief Executive Officer
 Motus Group (UK) Ltd.
 October 2021

Gender Pay Gap Data for 2020/21 for Motus Group (UK) Ltd.

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	88.2 %	11.8 %
Upper middle hourly pay quarter	90.9 %	9.1 %
Lower middle hourly pay quarter	71.0 %	29.0 %
Lower hourly pay quarter	70.5 %	29.5 %

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	17.6 %
Median gender pay gap using hourly pay	21.9 %

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	57.2 %	54.7 %

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	29.9 %
Median gender pay gap using bonus pay	-41.3 %