

GENDER PAY GAP

At Marriott Motor Group we recognise our employees are our key asset in achieving customer satisfaction and a successful business. Our pay structure ensures that employees within the same role are paid equally regardless of gender. However, as with many other businesses within our industry, we have a greater proportion of men than women in senior roles which creates a gender pay gap. We are committed to redressing the gender gap but this will take time given the relatively low level of employee turnover we benefit from.

The following information is based on the 2017 reporting period.

Gender Pay and Bonus Gap

Mean Gender Pay Gap	34.12%
Median Gender Pay Gap	30.01%
Mean Bonus Gender Pay Gap	44.49%
Median Bonus Gender Pay Gap	53.95%

	Male	Female
Proportion Receiving a Bonus Payment	78%	45%

Pay Band Quartiles

Upper Quartile	89%	11%
Upper Middle Quartile	88%	12%
Lower Middle Quartile	59%	41%
Lower Quartile	60%	40%