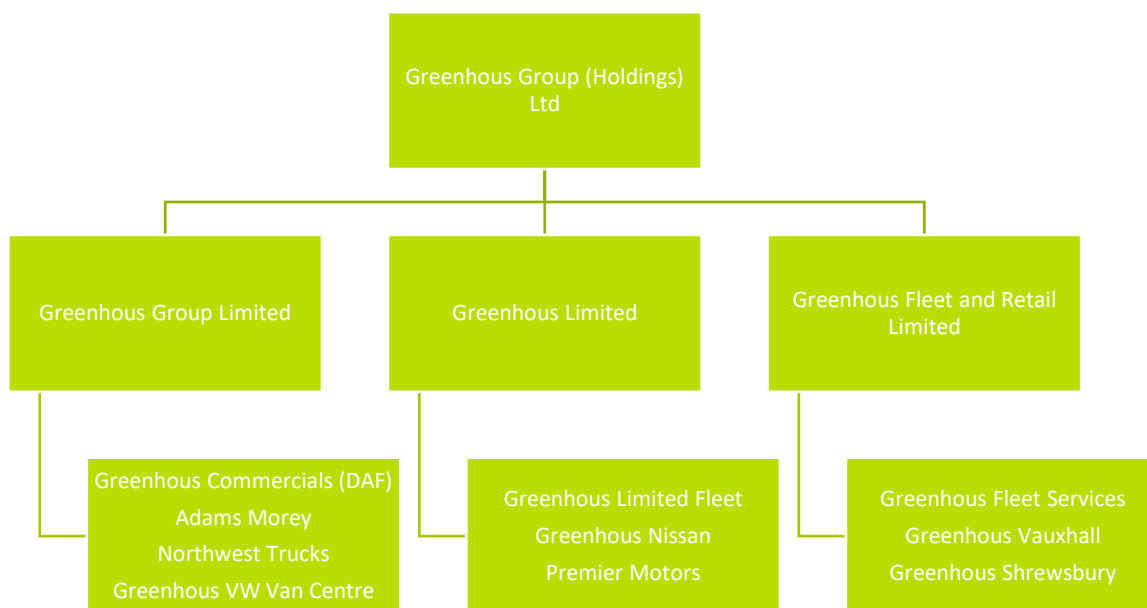


GENDER PAY GAP REPORT 2023

At Greenhous, we continue to believe that we are one of the best companies to work for in the motor industry in Great Britain today.

We value our employees and are committed to providing competitive salaries and benefits, along with a genuine work-life balance. Overall our Indeed.com score as an employer is 4.2 out of 5, with a wellbeing score of 80 out of 100 (March 2024).

Greenhous Group (Holdings) Ltd, Greenhous Group Limited and Greenhous Limited are required to report their gender pay gaps, due to employing more than 250 employees. Greenhous Fleet and Retail Limited does not employ more than 250 employees so are not required by law to report, but have been included in this exercise for transparency. Greenhous Group Limited, Greenhous Limited and Greenhous Fleet and Retail Limited are all subsidiaries of Greenhous Group (Holdings) Ltd.



The gender pay gap is the difference in the average earnings of male and female employees regardless of their role or seniority, and is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

The gender pay gap does not measure, and should not be confused with, equal pay which is the right for men and women to be paid the same when doing the same, or equivalent, work. Greenhous is committed to the principle of equality.

All data included within this report is based on a snapshot date of 5 April 2023. The calculations are intended to assist Greenhous in complying with the Gender Pay Gap Regulations 2017.

The gender pay gap reporting rules require that employees and workers who do not receive their normal pay for the reporting month be excluded from the calculations. Exclusions were made due to maternity leave, not receiving any pay due to not working that month (e.g. casual workers who did not work); unpaid absence and receiving SSP only payments due to sickness absence.

The mean gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
15.7%	21.1%	10.1%	-2.9%
(15.0% 2022)	(20.3% 2022)	(15.2% 2022)	(-15.0% 2022)
(17.2% 2021)	(18.3% 2021)	(10.4% 2021)	

2023 figures for Greenhous Group (Holding) Ltd and Greenhous Group Limited are similar to 2022.

2021 figures were impacted by the fact that furlough was in place, when 12.4% of our workforce was excluded from gender pay gap reporting. We do not therefore believe that the figures for 2021 was a true reflection of our gender pay gap for that year.

Divisions now operating under Greenhous Fleet and Retail Limited (Greenhous Fleet Services, Greenhous Vauxhall and Greenhous Shrewsbury) previously operated under Greenhous Group Limited. Therefore, the 2023 and 2022 figures for Greenhous Group Limited are not a like-for-like comparison to 2021.

The median gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
11.3%	16.6%	-15.9%	2.8%
(13.0% 2022)	(28.4% 2022)	(-22.1% 2022)	(-15.1% 2022)
(10.3% 2021)	(14.3% 2021)	(14.3% 2021)	

The negative figure for Greenhous Limited shows that the median gender pay gap for this part of the business is 15.9% in favour of females.

2021 figures were impacted by the fact that furlough was in place, when 12.4% of our workforce was excluded from gender pay gap reporting. We do not therefore believe that the figures for 2021 was a true reflection of our gender pay gap for that year.

Divisions now operating under Greenhous Fleet and Retail Limited (Greenhous Fleet Services, Greenhous Vauxhall and Greenhous Shrewsbury) previously operated under Greenhous Group Limited. Therefore, the 2023 and 2022 figures for Greenhous Group Limited are not a like-for-like comparison to 2021.

The mean bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
63.4% (53.1% 2022) (62.9% 2021)	77.7% (60.9% 2022) (64.3% 2021)	42.0% (70.5% 2022) (47.9% 2021)	28.4% (-18.3% 2022)

2021 figures were impacted by the fact that furlough was in place, when 12.4% of our workforce was excluded from gender pay gap reporting. We do not therefore believe that the figures for 2021 was a true reflection of our gender pay gap for that year.

Divisions now operating under Greenhous Fleet and Retail Limited (Greenhous Fleet Services, Greenhous Vauxhall and Greenhous Shrewsbury) previously operated under Greenhous Group Limited. Therefore, the 2023 and 2022 figures for Greenhous Group Limited are not a like-for-like comparison to 2021.

The median bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
15.5% (16.6% 2022) (34.4% 2021)	7.8% (23.5% 2022) (40.4% 2021)	54.6% (52.1% 2022) (-60.9% 2021)	-61.0% (-286.6% 2022)

The negative figure for Greenhous Fleet and Retail Limited shows that the median bonus pay gap for this part of the business is 61.0% in favour of females.

2021 figures were impacted by the fact that furlough was in place, when 12.4% of our workforce was excluded from gender pay gap reporting. We do not therefore believe that the figures for 2021 was a true reflection of our gender pay gap for that year.

Divisions now operating under Greenhous Fleet and Retail Limited (Greenhous Fleet Services, Greenhous Vauxhall and Greenhous Shrewsbury) previously operated under Greenhous Group Limited. Therefore, the 2023 and 2022 figures for Greenhous Group Limited are not a like-for-like comparison to 2021.

The proportion of males and females receiving a bonus payment:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
Males: 45.0% (53.2% 2022) (39.3% 2021)	Males: 42.9% (53.9% 2022) (39.3% 2021)	Males: 47.1% (45.5% 2022) (39.4% 2021)	Males: 55.9% (61.7% 2022)
Females: 47.3%	Females: 42.7%	Females: 69.2%	Females: 42.9%

(43.9% 2022)
(33.9% 2021)

(44.7% 2022)
(36.2% 2021)

(57.1% 2022)
(20.8% 2021)
(17.4% 2020)

(26.3% 2022)

The bonus gender pay gap is calculated for the period April 2022 to March 2023, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated.

2021 figures were impacted by the fact that furlough was in place, when 12.4% of our workforce was excluded from gender pay gap reporting. We do not therefore believe that the figures for 2021 was a true reflection of our gender pay gap for that year.

Divisions now operating under Greenhous Fleet and Retail Limited (Greenhous Fleet Services, Greenhous Vauxhall and Greenhous Shrewsbury) previously operated under Greenhous Group Limited. Therefore, the 2023 and 2022 figures for Greenhous Group Limited are not a like-for-like comparison to 2021.

The proportion of males and females in each quartile band:

Greenhous Group (Holdings) Ltd	Bands	Total no. employees in band	Females	Males
	Upper	315	9.5% (10.1% 2022) (13.0% 2021)	90.5% (89.9% 2022) (87.0% 2021)
	Upper Middle	316	12.3% (13.8% 2022) (12.5% 2021)	87.7% (86.2% 2022) (87.5% 2021)
	Lower Middle	315	30.8% (32.7% 2022) (26.4% 2021)	69.2% (67.3% 2022) (73.6% 2021)
	Lower	315	15.2% (15.8% 2022) (17.4% 2021)	84.8% (84.2% 2022) (82.6% 2021)

Greenhous Group Limited	Bands	Total no. employees in band	Females	Males
	Upper	216	6.5% (8.1% 2022) (12.1% 2021)	93.5% (91.9% 2022) (87.9% 2021)
	Upper Middle	217	12.0% (10.5% 2022) (10.9% 2021)	88.0% (89.5% 2022) (89.1% 2021)
	Lower Middle	216	25.5% (25.7% 2022) (24.7% 2021)	74.5% (74.3% 2022) (75.3% 2021)
	Lower	216	21.3% (26.7% 2022)	78.7% (73.3% 2022)

(23.1% 2021) (76.9% 2021)

Greenhous Limited	Bands	Total no. employees in band	Females	Males
	Upper	62	12.9% (13.7% 2022) (20.6% 2021)	87.1% (86.3% 2022) (79.4% 2021)
	Upper Middle	63	27.0% (29.4% 2022) (26.5% 2021)	73.0% (70.6% 2022) (73.5% 2021)
	Lower Middle	62	17.7% (17.3% 2022) (5.7% 2021)	82.3% (82.7% 2022) (94.3% 2021)
	Lower	62	3.2% (2% 2022) (8.8% 2021)	96.8% (98% 2022) (91.2% 2021)

Greenhous Fleet and Retail Limited	Bands	Total no. employees in band	Females	Males
	Upper	36	25.0% (25.7% 2022)	75.0% (74.3% 2022)
	Upper Middle	37	18.9% (33.3% 2022)	81.1% (66.7% 2022)
	Lower Middle	37	37.8% (19.4% 2022)	62.2% (80.6% 2022)
	Lower	37	13.5% (16.7% 2022)	86.5% (83.3% 2022)

Divisions now operating under Greenhous Fleet and Retail Limited (Greenhous Fleet Services, Greenhous Vauxhall and Greenhous Shrewsbury) previously operated under Greenhous Group Limited. Therefore, the 2023 and 2022 figures for Greenhous Group Limited are not a like-for-like comparison to 2021.

Observations

- Overall, as is typical of the motor industry, there continues to be a large gender imbalance. There has been a drop in the number of female employees. As at April 2023, ignoring exclusions, the overall female workforce stood at 16.8% (compared to 18.5% in 2022 and 17.2% in 2021).
- Greenhous nevertheless continues to work to attract females to the industry. As has been observed in previous years, this is a long-term project. We continue to strive to attract females to apprenticeships, especially in the higher paid technical areas, but interest remains low.
- As is typical for this industry, the majority of senior roles are currently held by males.

Closing the gap

We will continue to make every effort to continue to reduce our gender pay gap.

Greenhous is an equal opportunities employer, committed to gender diversity and pay parity. We are committed to increasing the number of females in our workforce and continue to seek to increase the number of females at all levels within the company, with a workplace culture and environment that will attract and retain females to Greenhous.

To this end, we are also committed to improving our gender pay gap figures through a number of initiatives, which continue from previous years:

- **Recruitment and Retention:** the motor trade remains a traditionally male dominated industry and there are not a lot of qualified females, especially in technical roles, to recruit into the company. Our aim therefore is to continue to recruit females at an apprenticeship level, especially for technical roles, so that they can be trained to become qualified. In the short to medium term we expect that, realistically, this will widen our gender pay gap as female apprentices will be paid much less than male employees who are qualified and experienced, but in the long term this imbalance will adjust and the gender pay gap will be reduced in the long term.

In order to reach as wide an audience as possible we advertise our vacancies across a wide range of platforms including our web site, social media, job centres, local newspapers and recruitment agencies. We also advertise all vacancies internally, to promote skills and career development within.

At Adams Morey, Recruitment Best Practice & Interview Skill training was rolled out early 2023, along with Manager talks about conscious and unconscious bias, and the gender pay gap.

- **Flexible Working:** Greenhous offers all employees the right to request to work flexibly.
- **Relationships with schools and colleges:** we continue to work with schools and colleges, attending careers days and similar, in an effort to diversify our workforce in the future. We have had a little success recruiting newly qualified females into technical roles as a result of our work in this area.

Greenhous continues to hold a realistic view that, in themselves, none of the above initiatives will remove the gender pay gap and that schools and the government also have a responsibility to promote traditionally male dominated industries to female students as a viable career option. Even with this, it will take time for new females entering the industry to work up the career ladder and earn higher salaries as a result.

Nevertheless, we are committed to make improvements and will continue to report on the work we are doing to close the gap, on an annual basis.

I, Mike Pawson, Financial Director, confirm that the information in this statement is accurate.

Mike Pawson

4 March 2024