

Gender Pay Gap Report - 2024



The 2024 calculations highlight we have a mean basic pay gap of 21.1% and a mean bonus gap of 58.94%.

We are committed to addressing the ongoing gender imbalance present in what is historically a male dominated sector. Our current Gender split taken on the snapshot date of 5th April 2024 is 77% male 23% female.

Our results

	Pay Gap	
	Mean Pay Gap 2024	Median Pay Gap 2024
Lookers - Group	21.1	18.8
Legal Entity	Mean Pay Gap 2024	Median Pay Gap 2024
Addison Motors Ltd	15.1	17.9
Addison TPS	6.7	-5.1
Charles Hurst Ltd	17.5	18.0
Colebrook & Burgess Ltd	27.1	18.3
Drayton Group Ltd	31.3	15.0
Fleet Financial Ltd	52.6	27.5
Lomond Motors Ltd	32.1	28.7
Lomond TPS Ltd	13.2	3.5
Lookers Colborne Ltd	29.5	32.1
Lookers Leasing	42.7	41.0
Lookers Motor Group Ltd	21.2	15.2
MB South Ltd	30.1	20.0
Get Motoring Ltd	32.9	27.0
S Jennings Ltd	22.4	17.7
The Dutton Forshaw Motor Company Ltd	17.5	19.6

Why the gap?

There are many factors which influence the data. Our current gender split is a key factor in our gender pay gap, very much in common with other businesses in our industry. As a result, this creates a gender imbalance across specific roles and levels, therefore a pay gap will continue to exist until there is a proportionate gender representation across all levels in the organisation, most notably the male to female ratio of our senior leadership population.

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Bonus Gap

As a retail business, a high proportion of our employees receive a bonus/commission. Ordinary pay is not limited to basic pay but also includes bonus/commission which are typically roles that are underrepresented by females, creating a further gap across this measure. In addition, sales performance is significantly higher in March due to a registration plate change month. Commission is paid in arrears resulting in inflated commission/bonus levels being paid in the snapshot month, impacting on both hourly fixed pay and bonus statistics. April is a period where management population receive a bonus, creating a further impact on the calculations.

	Bonus Gap	
	Mean Bonus Pay Gap 2024	Median Bonus Pay Gap 2024
Lookers - Group	58.9	16.6
Legal Entity	Mean Bonus Pay Gap 2024	Median Bonus Pay Gap 2024
Addison Motors Ltd	61.2	16.4
Addison TPS	25.5	19.1
Charles Hurst Ltd	48.6	0.1
Colebrook & Burgess Ltd	68.3	14.1
Drayton Group Ltd	79.1	53.0
Fleet Financial Ltd	90.9	15.4
Lomond Motors Ltd	49.9	19.4
Lomond TPS Ltd	62.7	41.6
Lookers Colborne Ltd	51.1	9.6
Lookers Leasing	70.6	76.8
Lookers Motor Group Ltd	59.7	11.3
MB South Ltd	73.5	34.6
Get Motoring Ltd	41.6	18.3
S Jennings Ltd	73.9	-12.4
The Dutton Forshaw Motor Company Ltd	43.3	12.6

Proportion with a bonus %	
Male	Female
86.0	51.4
Male	Female
87.2	43.1
97.3	100.0
91.1	60.0
90.9	38.1
81.5	42.0
66.7	25.0
92.7	63.6
96.6	100.0
96.1	60.9
92.3	100.0
82.3	50.5
76.2	39.6
88.2	71.4
94.5	39.3
92.8	61.8

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Pay Quartiles

Our pay by quartile data also evidences our pay gap in the upper quartiles arises from our low female representation across senior roles within the organisation.

	Workforce Pay Quartiles							
	Lower Pay Quartile %		Lower Middle Pay Quartile %		Upper Middle Pay Quartile %		Upper Pay Quartile %	
2024	Male	Female	Male	Female	Male	Female	Male	Female
Lookers - All	67.7	32.3	67.1	32.9	87.8	12.2	84.3	15.7
Legal Entity								
Addison Motors Ltd	63.3	36.7	62.0	38.0	89.3	10.7	73.8	26.2
Addison TPS	100.0	0.0	72.7	27.3	72.7	27.3	90.9	9.1
Charles Hurst Ltd	71.4	28.7	71.8	28.3	90.4	9.6	84.8	15.3
Colebrook & Burgess Ltd	79.6	20.4	57.1	42.9	85.7	14.3	91.8	8.2
Drayton Group Ltd	73.5	26.5	66.2	33.8	92.7	7.4	94.1	5.9
Fleet Financial Ltd	60.0	40.0	20.0	80.0	60.0	40.0	100.0	0.0
Lomond Motors Ltd	59.3	40.7	75.9	24.1	98.3	1.7	91.5	8.5
Lomond TPS Ltd	87.5	12.5	81.3	18.8	100.0	0.0	100.0	0.0
Lookers Colborne Ltd	59.4	40.6	80.7	19.4	96.9	3.1	90.3	9.7
Lookers Leasing	14.3	85.7	50.0	50.0	57.1	42.9	83.3	16.7
Lookers Motor Group Ltd	64.2	35.8	65.2	34.8	83.6	16.4	83.2	16.8
MB South Ltd	72.3	27.7	75.9	24.1	96.3	3.7	91.5	8.5
Get Motoring Ltd	25.0	75.0	62.5	37.5	57.1	42.9	75.0	25.0
S Jennings Ltd	71.4	28.6	64.7	35.3	94.1	5.9	88.2	11.8
The Dutton Forshaw Motor Company Ltd	71.0	29.0	75.4	24.6	87.0	13.0	87.0	13.0

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We are confident our pay gap is due to the underrepresentation of females across our workforce and not because of men and women being paid differently for carrying out the same job. We routinely review our pay plan information to ensure we maintain pay equity and are confident that across the business male and female colleagues receive the same remuneration opportunity for the same, or equivalent, work.

We acknowledge our current gender pay gap is higher than we would like, and this is heavily influenced by the proportion of males in our senior leadership team, which is usual for our industry.

We continue to be committed to addressing this through strategic initiatives across the business.

I confirm that these published figures are an accurate account of our gender pay gap as April 2024.

Chris Whitaker

Chief People & Administration Officer