

**Retail  
Renault Group**

# **Gender Pay Gap Report 2024**





# our diversity statement

**Renault Retail Group fully recognises and supports the growth and development of a diverse workforce as being paramount to the success of our business. We are committed to fostering a climate within our business that promotes diversity at every opportunity and encourages a trusting environment based on mutual respect and equal opportunities.**

We recognise that today a pay gap exists and that this will remain until we are able to achieve a more balanced workforce profile of both male and female employees, and this something we are committed to achieving in the coming years with significant strides made already within our leadership teams. We remain committed to creating a more gender diverse workforce across all job categories and we are confident that our actions already taken and still to come will help us achieve this and by doing so close the gap. Our continued promise will help us achieve our vision of a balanced workforce with opportunities that are attractive to both male and female employees.

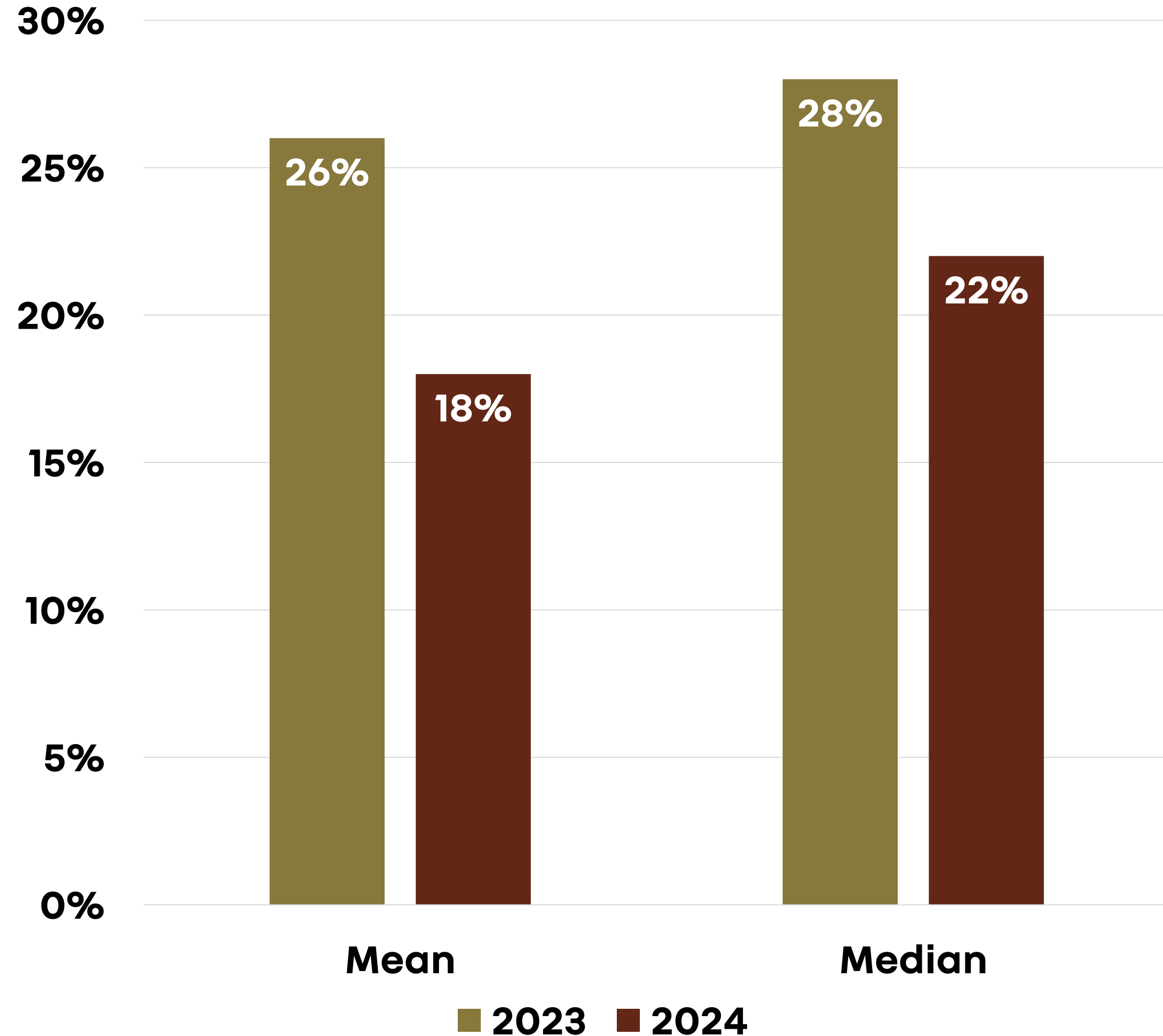
To assist us in our mission to improve on our gender equality we are proud to be members of the 30% Club which is an organisation whose purpose is achieving a better gender balance within the automotive industry.

Rachel Yates  
Human Resources Director

committed to  
**promoting women**  
to key positions



## Pay Gap: 2023 vs 2024



# pay gap

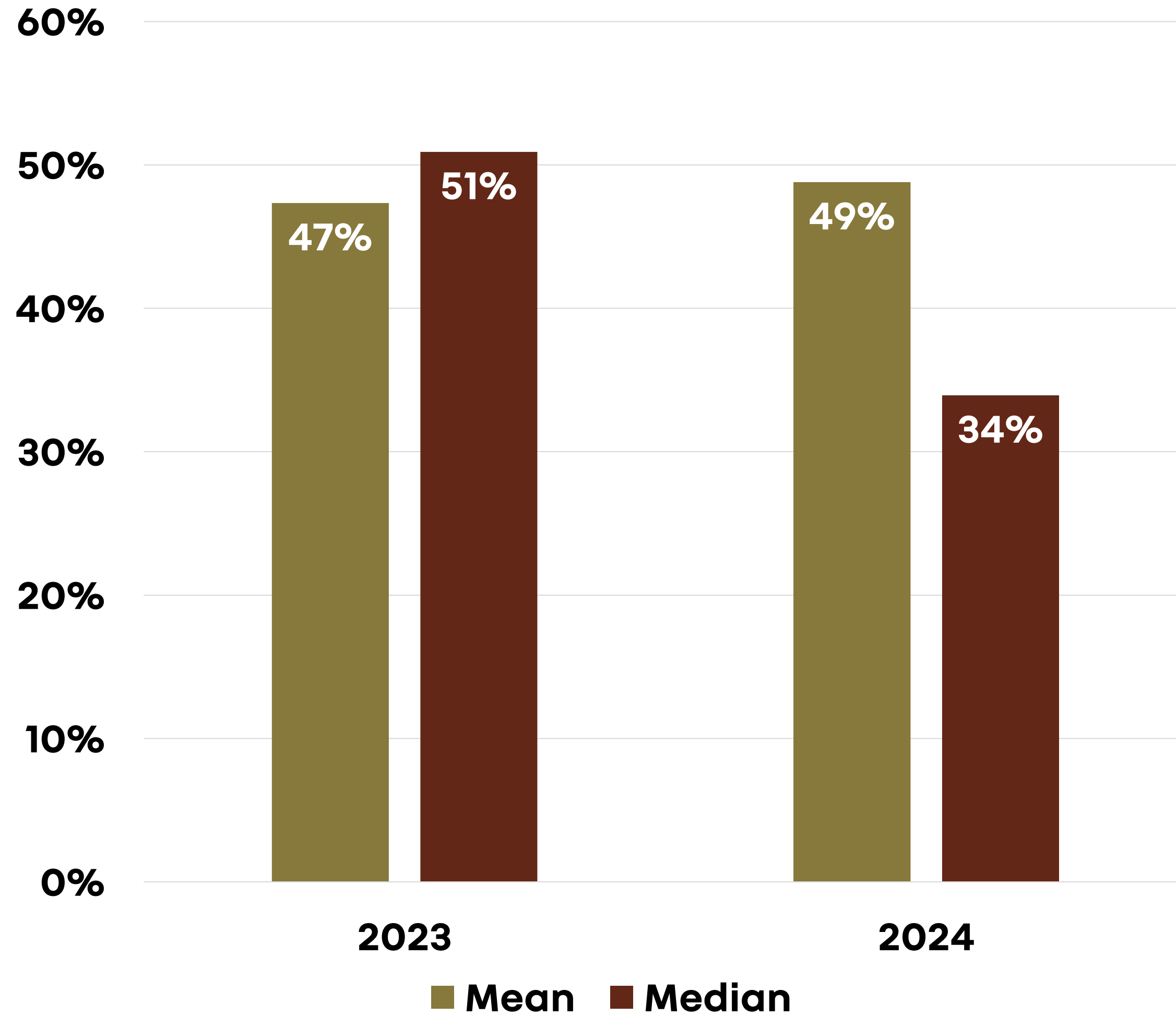
This data illustrates the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5<sup>th</sup> April 2024.

The gender pay gap represents the difference in average earnings between men and women at Renault Retail Group UK.

We are pleased to report a significant reduction in this gap, surpassing the average decrease reported across the UK, as noted by the Office of National Statistics. We remain dedicated to further reducing the gap through various initiatives aimed at achieving gender balance throughout our organisation.

We can confirm we pay males and females in comparable roles the same pay and benefits. We are committed to encouraging a diverse workforce across all divisions of our business.

## Bonus Gap: 2023 vs 2024



# bonus gap

**This data illustrates the mean and median of the bonus gap highlighting the difference between 2023 and 2024.**

Although the mean bonus gap has seen a slight increase, we are pleased to observe a significant reduction in the median bonus gap. These figures reflect our current workforce composition, where 17% are female, with a large proportion of males in sales and aftersales roles, which include bonuses and commissions as part of their compensation.

However, with our Board of Directors now evenly split between male and female members, we are committed to extending this balance throughout the organisation.

We are delighted to see the work we have been doing to offer motivating and rewarding bonus schemes to our colleagues has reduced the bonus gap in this year's data.

# proportion of employees receiving a bonus

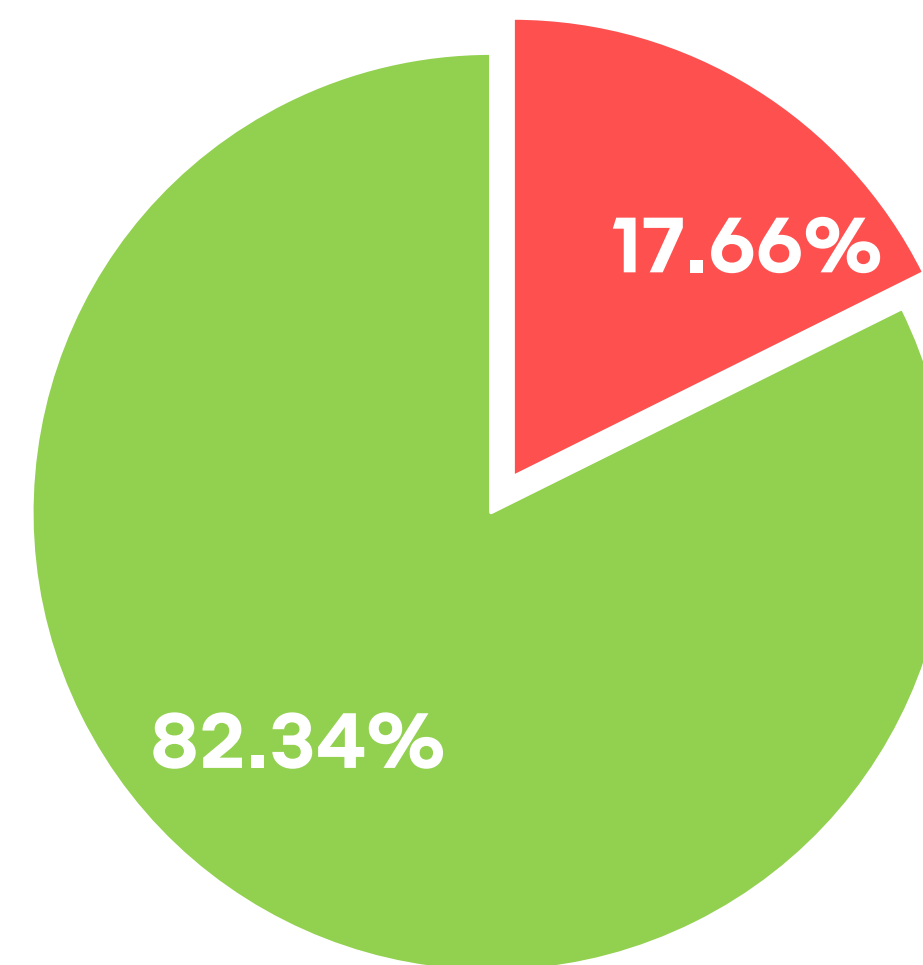
As with our demographics, our workforce is still heavily populated by males at 83%, furthermore a large percentage of these employees all have a variable aspect to their salary, and this is reflected in our data.

We're pleased to note that a higher number of women have received bonuses this year. This increase is attributed to the successes within the Group that have enabled us to recognise the performance of the wider workforce, including roles where we have a higher female population.

We have continued to take positive actions this year in streamlining our total compensation packages with improved basic pay for multiple roles and reduction of various bonus schemes. This is reflected in the illustrations for male and female colleagues.

We are confident in our commitment to create a more gender diverse workforce which will subsequently show more balanced results in all categories.

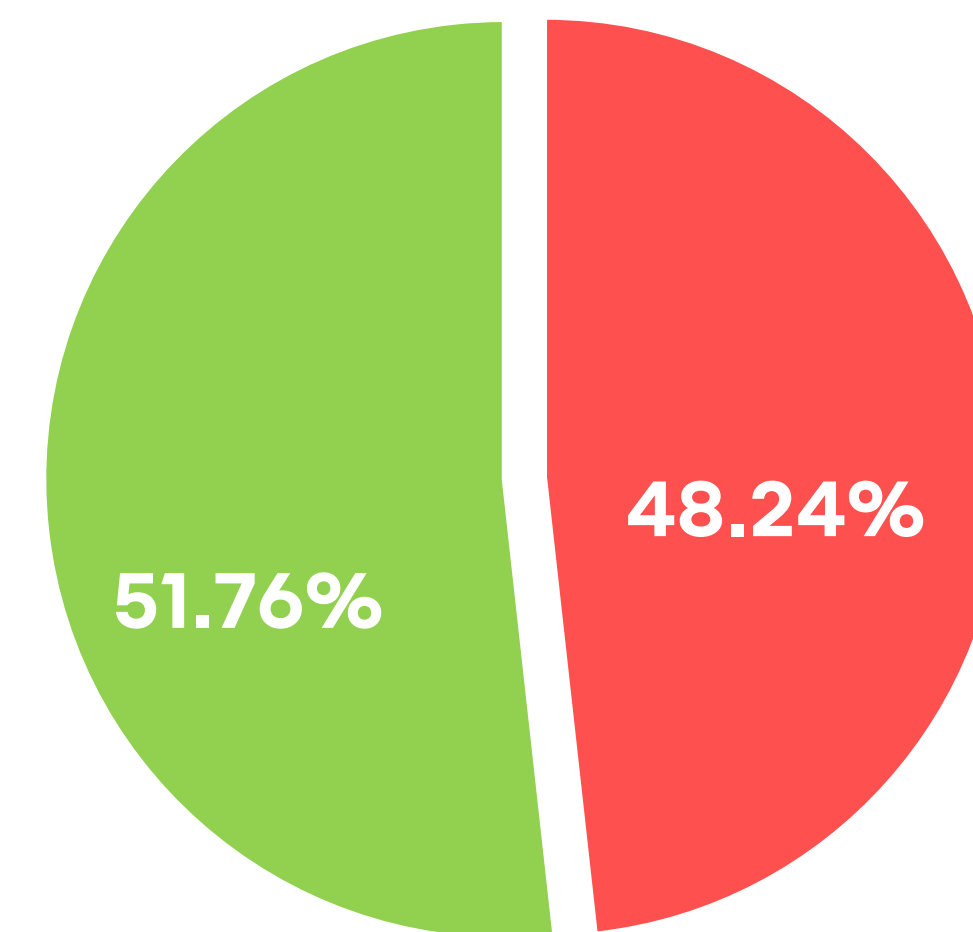
## MALE



- % did not receive bonus
- % received a bonus

**82.3%**  
received bonus pay

## FEMALE



- % did not receive bonus
- % received a bonus

**51.8%**  
received bonus pay



# gender balance

our goal is to count 30% women  
trainees and apprentices **by 2025.**

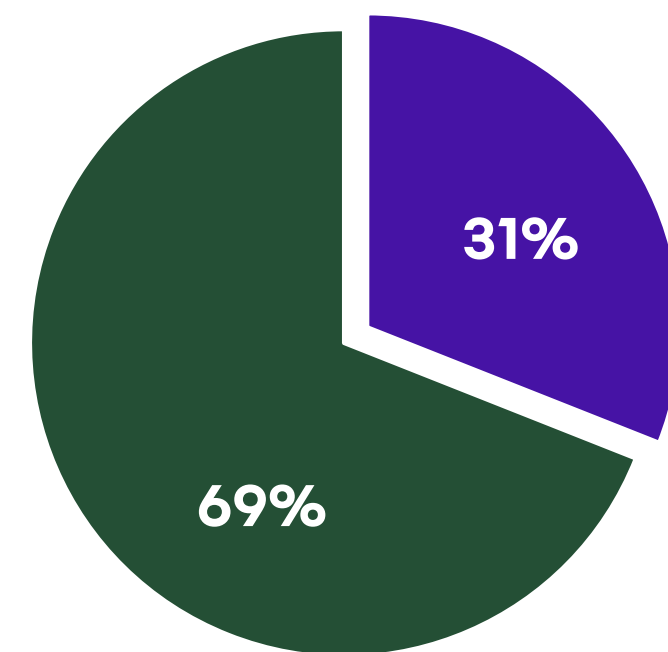
# pay quartiles

The below pay quartiles show our percentage of men and women employees, in four equal sized groups based on hourly pay.

We recognise that there is still work to be done to close the gap across all quartiles. However, we are encouraged to see an increase in the number of females in our upper quartile compared to last year.

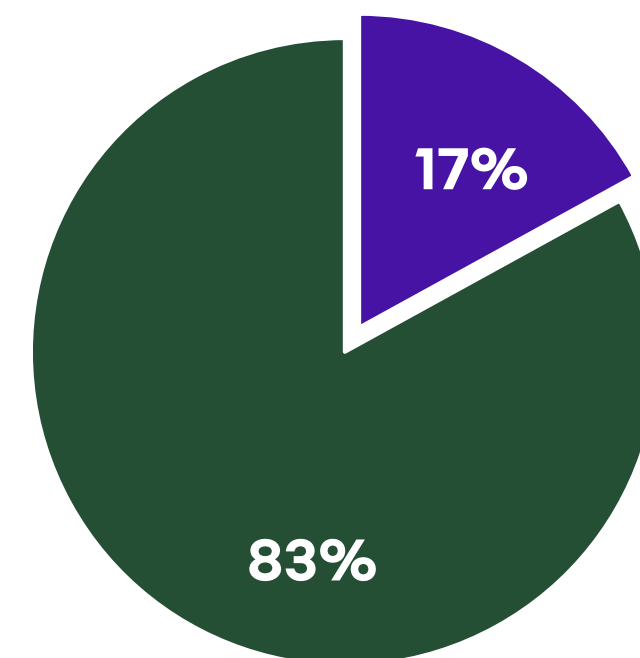
We are pleased to see that our new family friendly, work life balance policies and practices, have attracted more females to consider us an employer of choice. We hope to continue with this momentum and to attract more female talent into our sales and aftersales teams, to positively enforce equality throughout Renault Retail Group.

**lower quartile**  
(lowest paid)



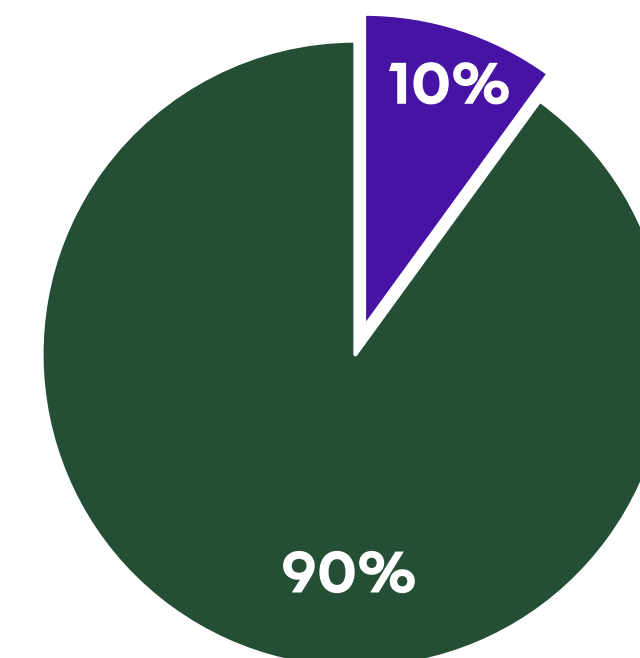
■ female ■ male

**lower middle quartile**



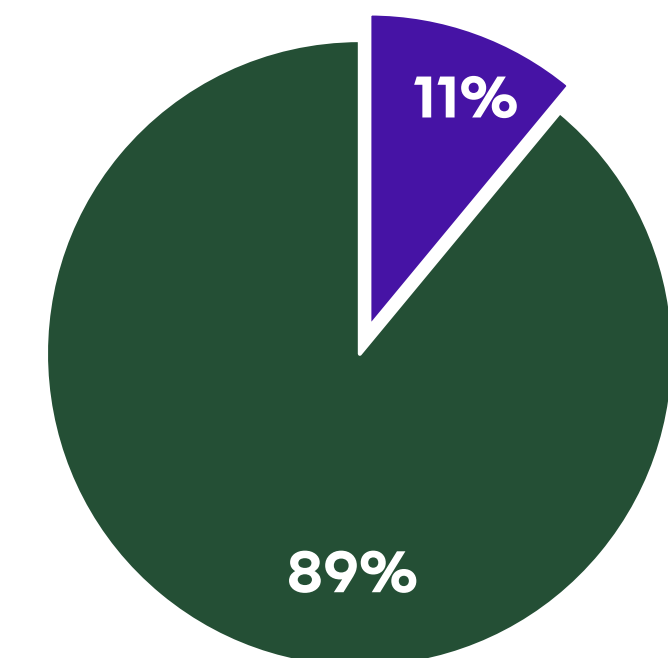
■ female ■ male

**upper middle quartile**



■ female ■ male

**upper quartile**  
(highest paid)



■ female ■ male



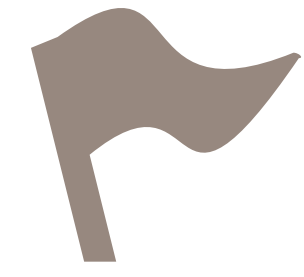


# understanding our data

The gender pay gap is a difference in the average pay and bonus of all men and woman across Renault Retail Group UK, although we are confident, we have equal pay for work of an equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for woman and men.

This pay gap is because of the unequal distribution of men and woman across Renault Retail Group UK and our industry in general, not because of our pay policies and practices.

Our policies and practices are designed to control potential pay imbalances and ensure equal pay for equivalent jobs regardless of gender.



# OUR achievements

- Continuation of our **Enhanced Maternity Leave** policy, giving new mothers up to 6 months off on full pay.
- We have continued to raise awareness of our **Menopause Policy**
- Launch of our **Equality, Diversity & Inclusion** suite of e-learning modules
- Reshaping of our **recruitment strategy** to focus on the attraction of more female candidates
- We offer initiatives for a **greater work-life balance** to all employees. These included sabbatical leave, hybrid/remote working, buy and sell holidays, and a condensed working week.
- Re-launch of **Customer Service Apprenticeship** for new academic year to encourage more females into the automotive industry
- Launch of **Trainee Sales Executive Academy** providing entry opportunities into sales, without the need for experience
- Launch of our **Dignity & Respect** and **Speak Up campaign**, aligning with our Diversity and Inclusion Policy.
- Positive ambassadors for the **Automotive 30% Club**





# our aims

**In a traditionally male-dominated industry,  
we recognise the gender imbalance.**

**We want to change this.**

- We've created a program to help individuals from different industries transition into the automotive field, by equipping them with the essential knowledge, skills, and expertise for success.
- We will continue with positive actions that **create a welcoming and supportive environment for women**
- We will work in a targeted way to **increase female representation** across the group, particularly in male dominated departments.
- We will strive to **create an environment** where female employees feel valued, empowered, and inspired to reach their full potential.
- We will continue to work with **Automotive 30% Club**, in their mission of achieving a better gender balance in the automotive industry by 2030.
- We are 100% **committed to increasing female representation** in operational roles across all of our UK dealerships



# gender balance

our goal is to count 30% women  
in leadership positions **by 2025.**

# Automotive 30% Club

**The Automotive 30% Club is a voluntary group of MDs and CEOs from automotive manufacturing, retailing and supplier companies.**

The Club was founded by Julia Muir, CEO of Gaia Innovation Ltd, with the purpose of achieving a better gender balance within the automotive industry, and with the aim of filling at least 30% of key leadership positions in the member organisations with women by 2030.



# our commitment from our managing director

Renault Retail Group UK continues to work hard to address the gender pay gap caused mainly by an imbalance of our workforce demographics. We aim to encourage equal contributions from both woman and men in all areas of our business, at all levels and in all locations. We ensure equal access to recognition, rewards and opportunities. We will continue to constantly review all of our processes and practices to foster equality throughout our business and ensure gender equality in all aspects of employment.

**We support the UK government initiative in gender equality and the requirement for companies to publish their pay gaps and will continue to work to close ours.**



**Frédéric Maillard**

Managing Director  
Renault Retail Group UK

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Renault Group**

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