



# Platinum Motor Group

## Gender Pay Gap Reporting

The Platinum Motor Group (Renrod Ltd) is committed to ensuring that no gender related pay gaps exist within the company. It is considered that where pay differences exist, they are based on experience and overall levels of responsibility in any given role.

At Platinum, like the wider automotive industry, we employ more male team members than other genders, which the industry has historically and traditionally attracted. We do believe however, that gender is absolutely no barrier to employment within the Platinum Group and we will continue to warmly welcome team members of all genders with the relevant skill sets, experience, enthusiasm and potential to contribute to the success of the company.

The Gender Pay Gap Reporting has been collated by the company and submitted to the Government UK website. See <https://gender-pay-gap.service.gov.uk/EmployerReport/lqMbZjRj/2024>

### Hourly wages pay gap



In this organisation, **women earn 84p for every £1** that men earn when comparing median hourly wages. Their median hourly wage is **15.9% lower** than men's.

When comparing mean hourly wages, women's mean hourly wage is **15.8%** lower than men's.

#### About median and mean

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

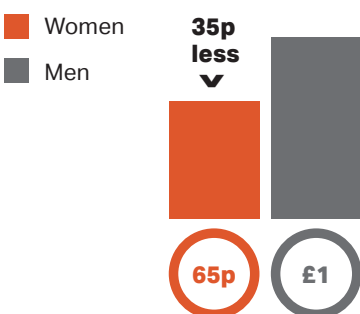
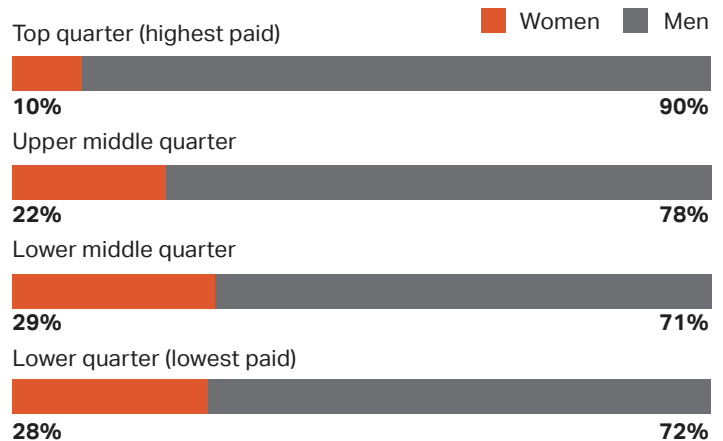
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

### Proportion of women in each pay quarter

In this organisation, women occupy **10%** of the highest paid jobs and **28%** of the lowest paid jobs.

#### About pay quarters

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.



### Bonus pay gap

In this organisation, women earn 65p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 35% lower than men's.

#### Who received bonus pay

**58.5%** of women  
**82.2%** of men