

April 2018

Dear colleague

**Re: Gender Pay Gap Reporting**

You may be aware that IMPERIAL Commercials is now required by law to carry out Gender Pay Reporting under new regulations covered within the Equality Act 2010. This involves publishing specific calculations that show the difference between the average earnings of men and woman employed within our organisation (be assured that it does not involve publishing individual employee data).

We use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Using the figures generated from our HR and Payroll records cumulated to the end of tax year 2016/17, we were able to produce our report, the details of which are available on our Company website at [www.imperialcommercials.co.uk](http://www.imperialcommercials.co.uk).

[What does this mean for me?](#)

In the spirit of transparency, we want to share our results with our colleagues and acknowledge that we still have some work to do in closing the gap between male and females. Our industry has typically attracted more men than women in the past, however, we hope to balance that out over time through our equal opportunity initiatives. Our aim is to reward colleagues according to their talent and not their gender.

[How are we promoting equal opportunities across the Company?](#)

IMPERIAL Commercials and its UK Holding Company, IH Mobility Holdings (UK) Limited, are committed to policies that promote equal opportunities, both at recruitment stage and thereafter once people join our organisation. We also take steps to promote opportunities equally across the Company as an 'Employer of Choice'. Some of the steps that we are taking are highlighted below:

1. All colleagues have equal access to training available through either franchises, internal Company initiatives and/or through further education institutes, colleges etc.
2. We actively seek out female recruits who are seeking engineering/technical apprenticeships through platforms such as 'Get My First Job', Facebook and other social media opportunities.
3. We are holders of the 'Talent Match Mark' Youth Friendly Gold Award – a framework that recognises employers who support young people in their journey to work.
4. We are members of the UK Automotive 30% Club where we strive to have at least 30% of our Senior Managers drawn from our female workforce by 2030.
5. All our colleagues have access to family-friendly policies to support their work-life balance where they need it. We encourage maternity returners and endeavour to be flexible with arrangements that support colleagues in juggling family and career.
6. We formally audit colleague pay annually to identify and correct gender pay anomalies and as a minimum, always pay the 'living wage'.

For further information about any of the above, you can speak to your Line Manager or a member of the HR team.

Best regards

**Matt Lawrenson**

Managing Director, Imperial Commercials Limited

## IMPERIAL Commercials Gender Pay 2017

Based on annual earnings as of April 2017 (as per p60's) all employees

<i>MEAN AVERAGE HOURLY RATE</i>		<b>UPPER Quartile %</b>		
Male	13.4628	Male	269	<b>92.1%</b>
Female	11.1050	Female	23	<b>7.9%</b>
<b>GAP %</b>	<b>17.5%</b>			

<i>MEDIAN HOURLY RATE</i>		<b>UPPER MIDDLE Quartile %</b>		
Male	12.2161	Male	267	<b>91.4%</b>
Female	9.6996	Female	25	<b>8.6%</b>
<b>GAP %</b>	<b>20.60%</b>			

<i>MEAN BONUS</i>		<b>LOWER MIDDLE Quartile</b>		
Male	4540.0386	Male	225	<b>77.1%</b>
Female	2884.9449	Female	67	<b>22.9%</b>
<b>GAP %</b>	<b>36.50%</b>			

<i>MEDIAN BONUS</i>		<b>LOWER Quartile %</b>		
Male	550.0000	Male	223	<b>76.4%</b>
Female	587.1250	Female	69	<b>23.6%</b>
<b>GAP %</b>	<b>-6.8%</b>			

<i>PROPORTION PAID BONUS</i>	
Male	50.0%

Female

49.2%

**Note 1**

Criteria as defined by ACAS ([www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay))