

## Gender Pay Gap Report for 2018

Motus Holdings (UK) Ltd. is the UK subsidiary of Motus Holdings Limited, a diversified (non-manufacturing) South African company centred on the automotive sector and founded initially as a single car dealership in 1948. Today Motus Holdings Limited is a business listed on the Johannesburg Stock Exchange, turning over close to £4.5 billion and employing some 18,300 people across its operations in South Africa, the UK and Australia.

In the UK Motus is a group that has grown successfully over the years, with interests in trucks and vans, passenger cars, parts, servicing, body repairs and bodybuilding and the supply of commercial vehicle equipment such as tail-lifts, curtain-sides and roller doors.

Motus Holdings (UK) Ltd. is the parent company of a number of UK businesses. The business is currently undergoing a programme that will bring all of the employees within these businesses into the Motus Group (UK) Ltd. employing entity, but at the required report date for the 2018 Gender Pay Gap there were 4 businesses that met the requirement to submit a Gender Pay Gap report:

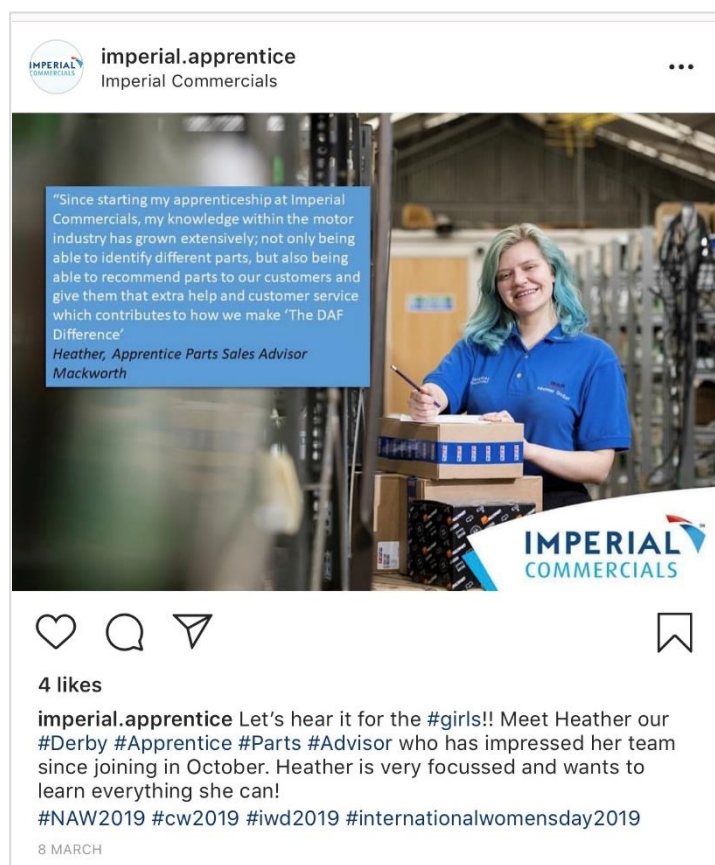
- Imperial Commercials Ltd.
- Pentagon Motor Holdings Ltd.
- Reeve (Derby) Ltd.
- S&B Commercials Ltd.

The required figures are attached to this narrative for each of these businesses.

Overall it can be seen that there is work to be done to address the Gender Pay Gap that exists across our businesses. A primary reason for the identified gaps is that there is a significantly higher proportion of male employees, both in general across the businesses, but specifically in 2 main areas where earnings are often higher than in other roles, namely in middle and senior management positions and in skilled technician roles (especially in our heavy commercial vehicle businesses). This situation is echoed by many other businesses in the automotive sector across the UK.

We are committed to addressing the under-representation of females both in the specific roles identified, and in general. Some of the initiatives we have undertaken to address this are:

- Highlighting stories of successful women within our businesses to potential new applicants with our recruitment marketing- see for example on the right, the Instagram post encouraging female applicants to our



Apprenticeship Programme by telling the story of Heather, an existing Apprentice in our Imperial Commercial business

- Active identification of and encouragement of high potential female employees within the business, including mentoring opportunities and participation in training and development events as part of our approach to Succession Planning. For example the Finance Director of our Pentagon Motor Group Division is female having been developed and promoted through the business.



*Motus Employees at the Automotive 30% conference*

- Active participation in the Automotive 30% Club. The focus of the club is to work towards having women in 30% of key leadership positions by 2030
- Promotion of various family friendly initiatives including supporting those returning from maternity leave, flexible working and part time hours. These initiatives help our employees achieve a healthy work-life balance and help us retain our talent

We firmly believe these strategies and commitments will help us close the gap over time and move us (and the wider automotive industry) towards achieving true gender parity.

### **Declaration**

I confirm the information contained within this report is accurate

Rob Truscott  
Chief Executive Officer  
Motus Group (UK) Ltd.

March 2019

### Pay and Bonus by Entity

	Pay Gap		Bonus Difference		% Receiving a bonus	
	Mean	Median	Mean	Median	Male	Female
<b>Imperial Commercials Ltd.</b>	20.1%	19.6%	40.0%	-12.3%	62.1%	55.5%
<b>Pentagon Motor Holdings Ltd.</b>	14.2%	19.0%	9.0%	-97.1%	70.4%	72.1%
<b>Reeve (Derby) Ltd.</b>	7.4%	12.3%	57.2%	46.7%	67.2%	68.1%
<b>S&amp;B Commercials Ltd.</b>	18.6%	10.1%	59%	-226.6%	85.6%	80.7%

### Pay Bands by Entity

	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Imperial Commercials Ltd.</b>	75.7%	24.3%	76.0%	24.0%	90.8%	9.2%	91.8%	8.2%
<b>Pentagon Motor Holdings Ltd.</b>	58.6%	41.4%	55.8%	44.2%	79.1%	20.9%	70.1%	29.9%
<b>Reeve (Derby) Ltd.</b>	75.6%	24.4%	62.3%	37.7%	82.4%	17.6%	81.2%	18.8%
<b>S&amp;B Commercials Ltd.</b>	84.1%	15.9%	63.5%	36.5%	92.1%	7.9%	85.7%	14.3%