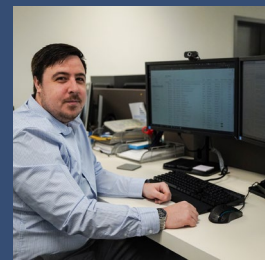




**Dick Lovett**  
PEOPLE

# Gender Pay Gap Report 2023.

*Dick Lovett (Specialist Cars) Ltd*



‘Our purpose is to provide exceptional service to all our customers. To ensure that we do so, we recruit people with the right attitude and skills regardless of age, sex, or creed.’

**Peter Lovett - Chairman of Dick Lovett**

# Introduction.

Dick Lovett is a family-owned business representing some of the most prestigious automotive brands within the industry. We pride ourselves on having some of the best people in the business and recruit people with the right attitude who have a passion for delivering a great customer experience.

Our 2023 results identify the need to constantly review how we attract, develop, and retain our talent, whilst remaining competitive with benefits, so that we continue to close the gap for our male and female colleagues in all levels of our business.



## Pay Hourly Rate

2023	Dick Lovett
Mean	22.86%
Median	25.26%

## Pay Quartiles



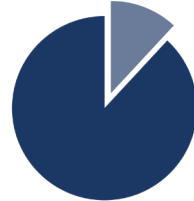
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



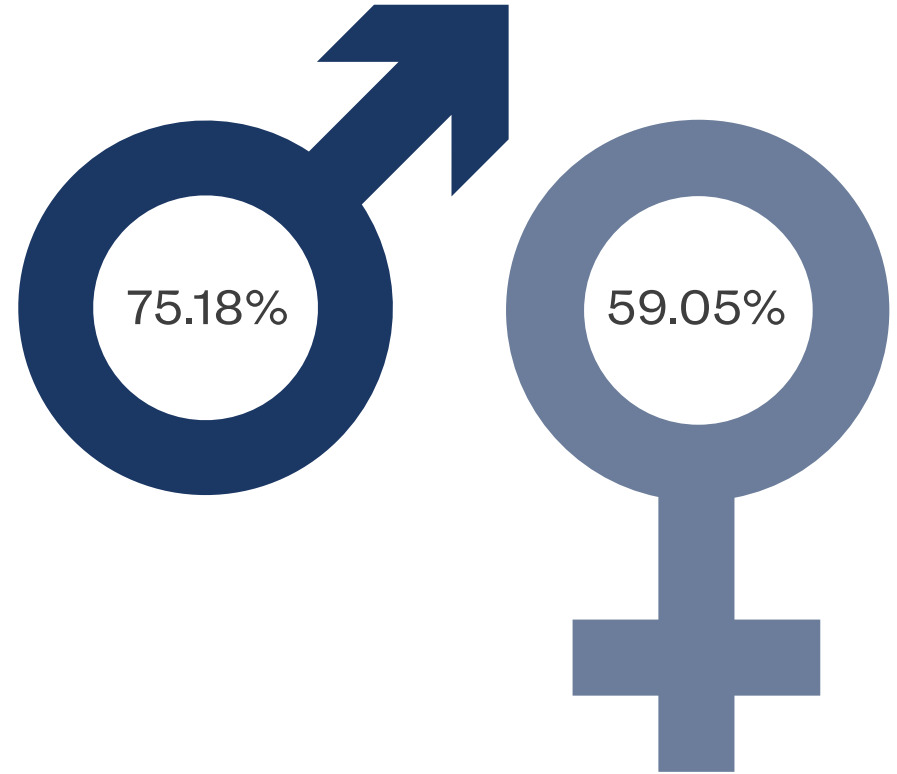
Upper Quartile

Male Female

Quartile	Male	Female
Lower	69.03%	30.97%
Lower Middle	65.58%	34.42%
Upper Middle	90.26%	9.74%
Upper	87.66%	12.34%

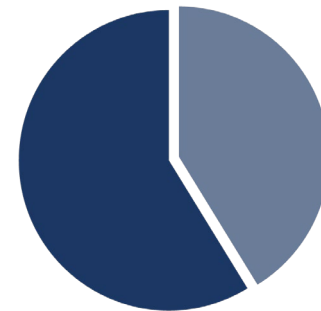
At the time of reporting 5th April 2024, we had a headcount of 617 employees, which was made up of 78.12% male and 21.88% female. This is a slight decrease on females from last year. We have increased on last year for the lower quartiles, however there is opportunity for our more senior female roles to close the gap further.

## Bonus Pay



Bonus pay difference between Male and Female:

Median – 60.45%



– Mean 42.78%

# How are we working to address the gap?

## Family Leave Review

Following the 2022 Gender Pay Gap review, we identified an opportunity to develop our benefits package to provide certainty and confidence for families and individuals around maternity, adoptive, and shared parental leave.

With the enhanced benefits introduced around our family leave in 2023, we hope this will continue to address the gap for female management pathways and specialist roles, with it being more inclusive to all new and existing staff.

## Future talent

We are investing heavily in the future of our industry and our business through our engagements with schools and colleges to increase knowledge and awareness of career opportunities for all genders. We are fortunate to be able to offer a variety of apprenticeships in our business including finance, sales, and technicians, and are keen to demonstrate the opportunities available. Our recruitment marketing in 2023 focused on targeting female apprentices into predominantly male roles, as well as sharing great experiences that our existing female talent have had in their motor industry career.

We have also invested in our Careers website to attract a variety of talent in our sector whilst being transparent in what we have to offer, including our competitive benefits and development opportunities for all, with a balanced gender approach on sharing career stories from our business. We are monitoring our intake of females being recruited into traditionally male roles across all positions.



# Summary Statement

We are immensely proud of what we do here at Dick Lovett, and we live by our mission statement of 'Customer satisfaction through staff satisfaction.' We believe that the annual reporting of the Gender Pay Gap will allow us to continually review how we are doing. As a family business, we understand the demands that the everyday world puts on parents and carers. We are committed to continually reviewing how we can make our working life more flexible and family friendly, allowing females to be considered for more senior roles, and furthermore, how females enter our working environment.

We understand that we cannot change the history of this industry in a moment, and we therefore may not see quick wins in the statistics overnight, however we are committed to laying the foundations in offering an environment that provides opportunity for all.

This report covers employees of Dick Lovett (Specialist Cars) Ltd incorporating all the franchises we represent.

As the Head of People, I am pleased to confirm that the information contained in this report is accurate.



Lucy Bailey  
Head of People  
Dick Lovett (Specialist Cars) Ltd



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[www.dicklovett.co.uk](http://www.dicklovett.co.uk)

