


Eden Motor Group

Gender Pay Gap Report 2024



At Eden, we believe passionately that colleagues should be treated equally, regardless of their gender. I am pleased to share our Gender Pay Gap results, which show Eden's mean and median hourly pay gaps are well below the current national average.

I am determined that the Gender Pay Gap reporting will not negatively influence Eden's people agenda moving forward, for example by appointing people into roles based on their gender in order to influence statistics. Eden has always based recruitment and progression decisions on a person's skills, experience and, most importantly how aligned they are with our core People Values. This will never change. However, it is clear from our results that we need to work on exploring ways to ensure that all Eden colleagues are able to reach their full potential, regardless of gender.



Graeme J Potts | Chief Executive Officer



Our results are:

Upper Quartile

Male – 91.43%

Female – 8.57%

Upper Middle Quartile

Male – 80.14%

Female – 19.86%

Lower Middle Quartile

Male – 65.96%

Female – 34.04%

Lower Quartile

Male – 54.29%

Female – 45.71%

Mean Gender Pay Gap (hourly rate) – 24.69%

Median Gender Pay Gap (hourly rate) – 22.47%

Percentage receiving bonus pay

Male – 83.37%

Female – 46.71%

Mean Gender Bonus Gap – 26.76%

Median Gender Bonus Gap – 18.4%

