

LIND



# GENDER PAY GAP REPORT 2024.

# INTRODUCTION.

# LIND



This is the second year that we are measuring our gender pay gap and we have moved positively since our first report.

Operating in an industry that is traditionally male dominated, LIND has increased the % of female employees from 16% in 2023 to 19% in 2024. We look forward to increasing this number year on year and continuing to progress in the right direction.

At LIND we pride ourselves on welcoming everyone who shares our values of Service, Excellence, Integrity and Fun but also can bring a part of their uniqueness to deliver exceptional care to our internal and external customers. We are committed to hiring based on talent rather than gender.

In 2024, we have introduced a new and in-depth Equality, Diversity and Inclusion Policy in our Handbook and look forward to promoting it in training courses throughout the year.

We know there's more we can do; we will continue to look for improvements in all we do.

A handwritten signature in black ink, appearing to read 'Sarah St Clair Bishop'.

Sarah St Clair Bishop | Head of People



## WHAT IS THE GENDER PAY GAP?

A gender pay gap is a measure of the percentage difference between the average hourly earnings of men and women – irrespective of the role within the business- across an organisation, industry, or the economy as a whole. It is a result of the number of men and women across all roles.

## WHAT DOES OUR REPORT INCLUDE?

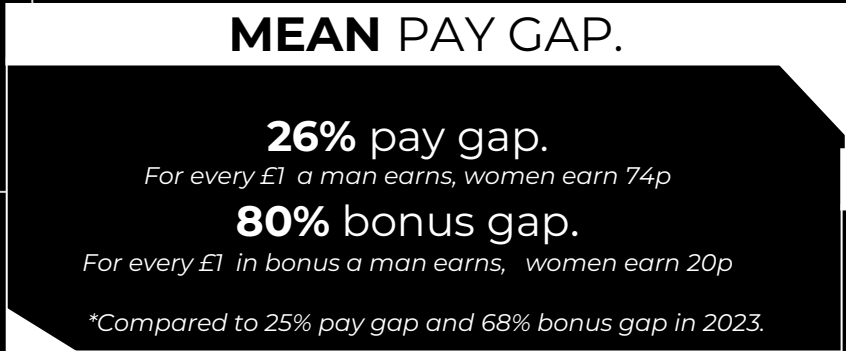
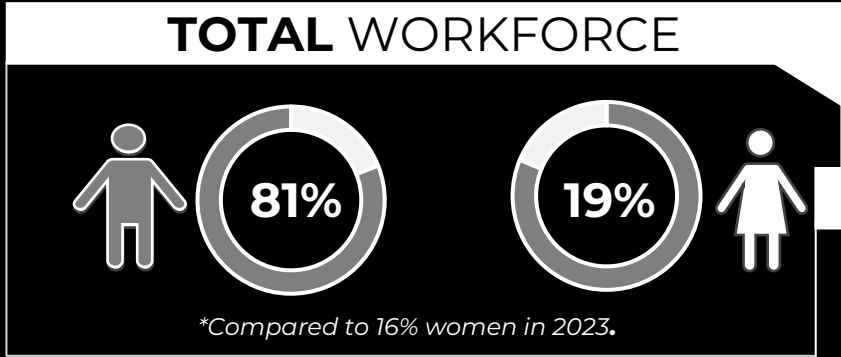
LIND's report includes the results of our gender pay gap analysis for 2024 and comparison figures to our report in 2023. We have included real experiences from women working in LIND, and how they feel working with us. We provide an explanation for the gap and highlight ways we are working to close the gap.



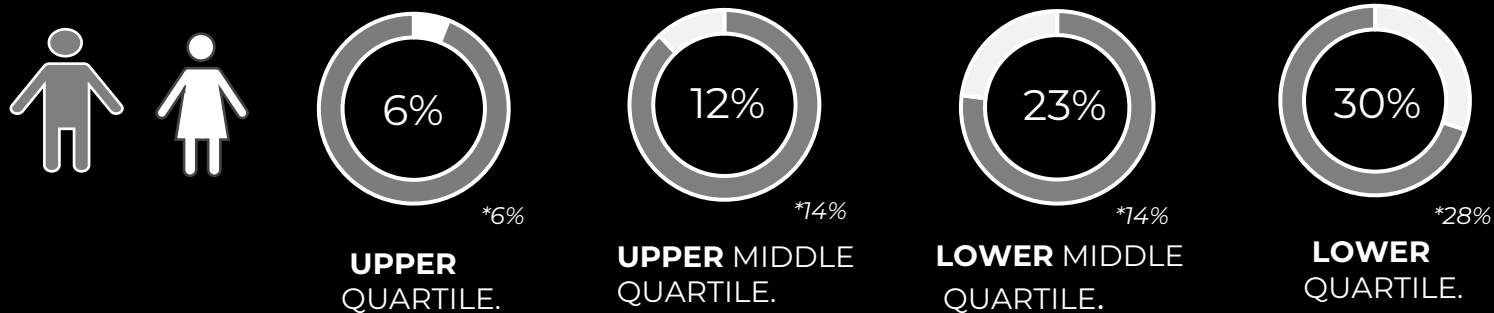
# PAY & BONUS 2024.

# LIND

*\*2023 Figures for comparison*



## HOURLY PAY.



# “LIND PUTS PEOPLE FIRST.”

# LIND

“My first day at LIND was met with such a warm welcome by my team who really took the time to support me through my journey into a new industry. Being a woman in a male dominated workplace was daunting, but I was determined to prove myself and build good working relationships with all of my colleagues. I’m now coming up to my 4<sup>th</sup> year and I’d probably say that is my greatest strength. I’ve always felt the support from LIND to achieve my goals and it’s a nice feeling to be able to wake up and go to work feeling empowered by the people around me.

I love working in an environment who put people first and the beauty of my role is I’m able to work with all of our dealerships who have their own unique culture and personality. Life at LIND is filled with both challenges and very rewarding experiences, and I wouldn’t have it any other way.”

**- Katie**  
**Central Support**  
**LIND Group**





# “THIS IS THE PLACE TO BE!”

# LIND



“I have worked for LIND 6 years, but this year is especially poignant for me! Although the majority of our customers and staff are male, I have met some incredible, inspirational women that have empowered me and encouraged me to push myself. I see more and more women now taking the plunge and becoming a rider themselves instead of being a pillion. At work, we now have a woman in nearly every department which is very encouraging and will hopefully inspire other women who feel like they don't belong in this industry to take the jump. It has given me opportunities that I never even knew existed.

I didn't know much, if anything, about motorcycles before Guildford Harley-Davidson and I had never realised that it was predominantly a man's world. I have been very fortunate that all my colleagues have been very supportive and encouraging over my time here. As the years have gone by my confidence has grown and I have learnt so much throughout all the departments, not just in my own.

I am eager to learn and experience more and I am extremely excited to take the next steps and take my bike test, I will be part of the ever-growing women in the motorcycle world which I am super proud to be part of.

For the future I am hoping to continue my career here, get my bike and go out in the wider motorcycling world and experience, learn and even teach other women to become as empowered as I have in this industry. Right now, this is the place to be.”

**-Beth  
Harley-Davidson Guildford  
LIND Group**

# “I’M PROUD TO PAVE THE WAY.” LIND

“I joined LIND at Porsche Centre Tonbridge in 2014 as a Parts Delivery Driver, having just come from another male orientated business in New Covent Garden Market where I had run a successful company. The PCT Parts Department was a lot smaller back then and I was the only woman in the Parts Team. At that time, I had my hesitations about how I could grow my career within the team, but through my own drive and the continued support from my team and LIND, I was promoted to Parts Advisor in 2016. To this day, I enjoy my job and have a good rapport with all the departments and customers.

I started working towards my Parts Accreditation in 2023 and in 2024, I was the 1<sup>st</sup> woman in the UK to achieve their Porsche Parts Accreditation, my proudest work achievement to date.

As you can tell, my time at LIND has been full of firsts and I’m proud to be the person who helps to pave the way for other women within our industry. In my time at LIND I have noticed many changes, from the increase of staff in the department, the new cars that are now available and the growth of Porsche Centre Tonbridge as a whole. We now have another woman in the Parts team working as a Parts Delivery Driver!

**-Lucy  
Porsche Centre Tonbridge  
LIND Group**



# CLOSING THE GAP.

# LIND

We know we can do more, and LIND is working to reduce the gender pay gap.

We are very proud to have 2 women on our board of directors representing our female Team Members and ensuring our training and development is balanced and focused on all genders.

We openly encourage returning to work after maternity leave, offering flexible working conditions and as much support as we can. Out of 4 pregnancies in 2023, we are very proud to have all new mothers returning to work with LIND. As a rule, LIND always closes our stores on Sundays, encouraging a better work/ life balance for families.

We are committed to offering the same pay for the same roles and are producing female friendly content to attract more women into the industry. Via our monthly 'Catch Ups' we encourage open feedback on how to improve and evolve, we always have an ear to the ground!

Here's to another year of breaking down barriers and closing the gap, watch this space....

