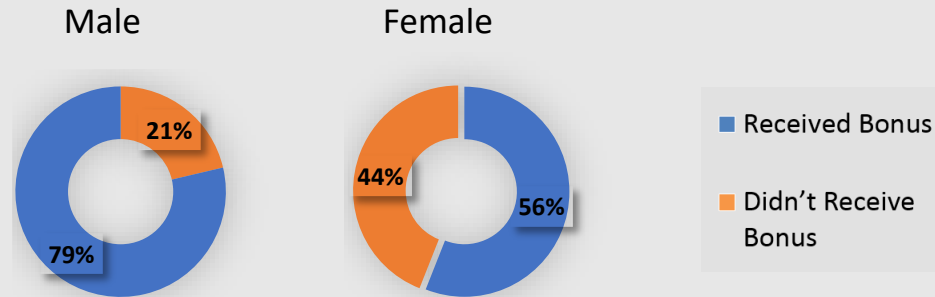


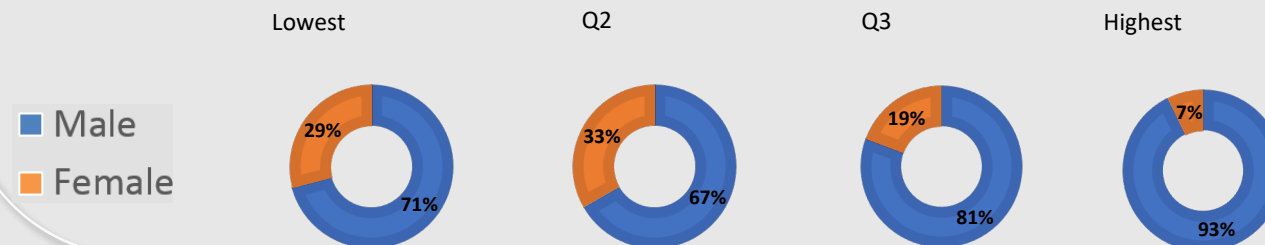
Average Pay & Bonus Gender Pay Gap

Gender Pay Gap (%)		
	Mean Average	Median Average
Hourly Pay	22.4%	18.4%
Bonus Paid	56%	58%

Proportion of Colleagues who earned a Bonus Payment Last year



Proportion of Males and Females in Each Pay Quartile



S.Jennings Limited

The Jennings Motor Group was acquired by Lookers plc in September 2018, and will in future be reported as part of the Lookers Plc Gender Pay report.