

The Gender Pay Gap Report 2023



Introduction & Commitment

At Vantage Motor Group, we are passionate about our people and understand that having a diverse and gender balanced work force that appropriately reflects our customers is important to our continued success.

We recognise that the automotive sector has historically been male oriented. With this in mind we are committed to continuing to ensure that all our employees are rewarded fairly.

The Difference Between Equal Pay and Gender Pay

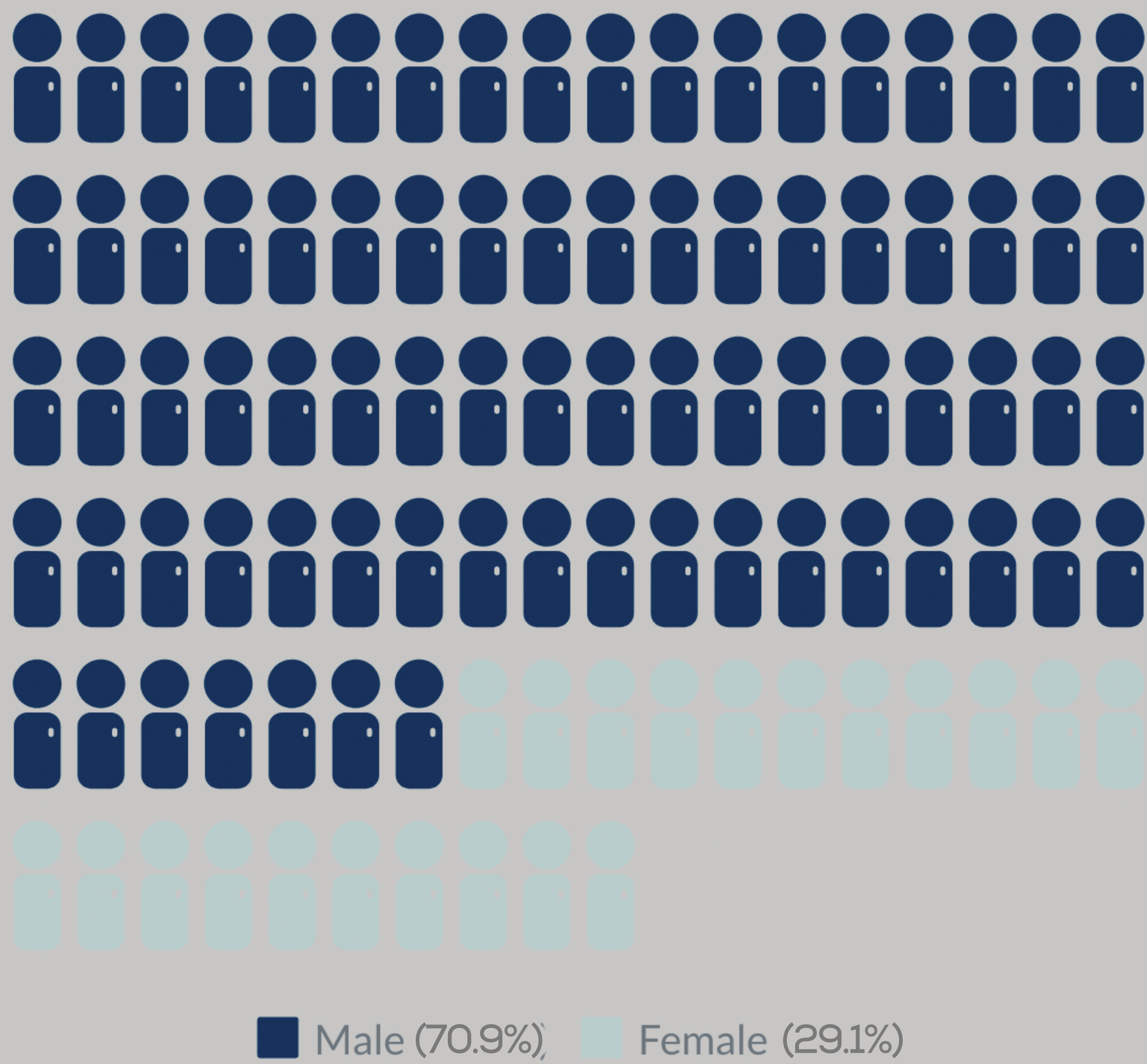
- Equal pay is the right for males and females to be paid the same, when doing the same or equivalent work.
- Gender Pay Gap is the average percentage difference between all males' and females' hourly pay, regardless of their role or level.

Gender Pay Gap %

	Mean (average)	Median (mid-point)
Gender Pay Gap	29.3%	12.5%
Gender Bonus Gap	49.6%	35.5%

	Male	Female
Proportion of employees receiving a bonus	92.6%	79.3%

Our Workforce %



Gender Pay Gap Summary

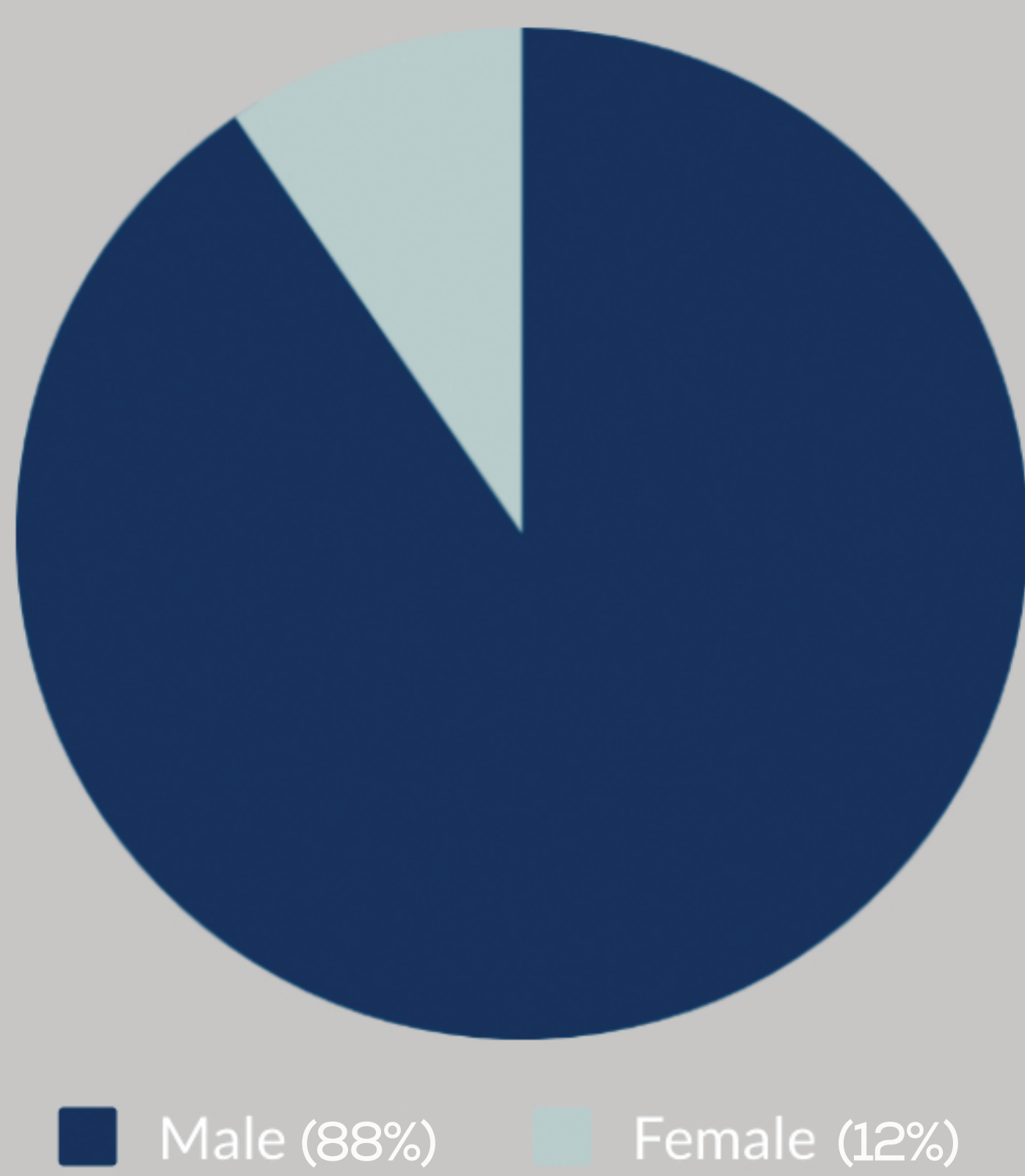
We have more males employed in senior level roles and the gender pay gap reflects the fact that employees in more senior level roles (upper and upper middle quartile) generally receive a higher average pay.

Whilst a high percentage of our employees receive a bonus, the roles that are primarily commission based roles are mostly populated by males e.g. vehicle technicians and sales executives. This is common in the automotive sector and these roles account for nearly half of our current work force.

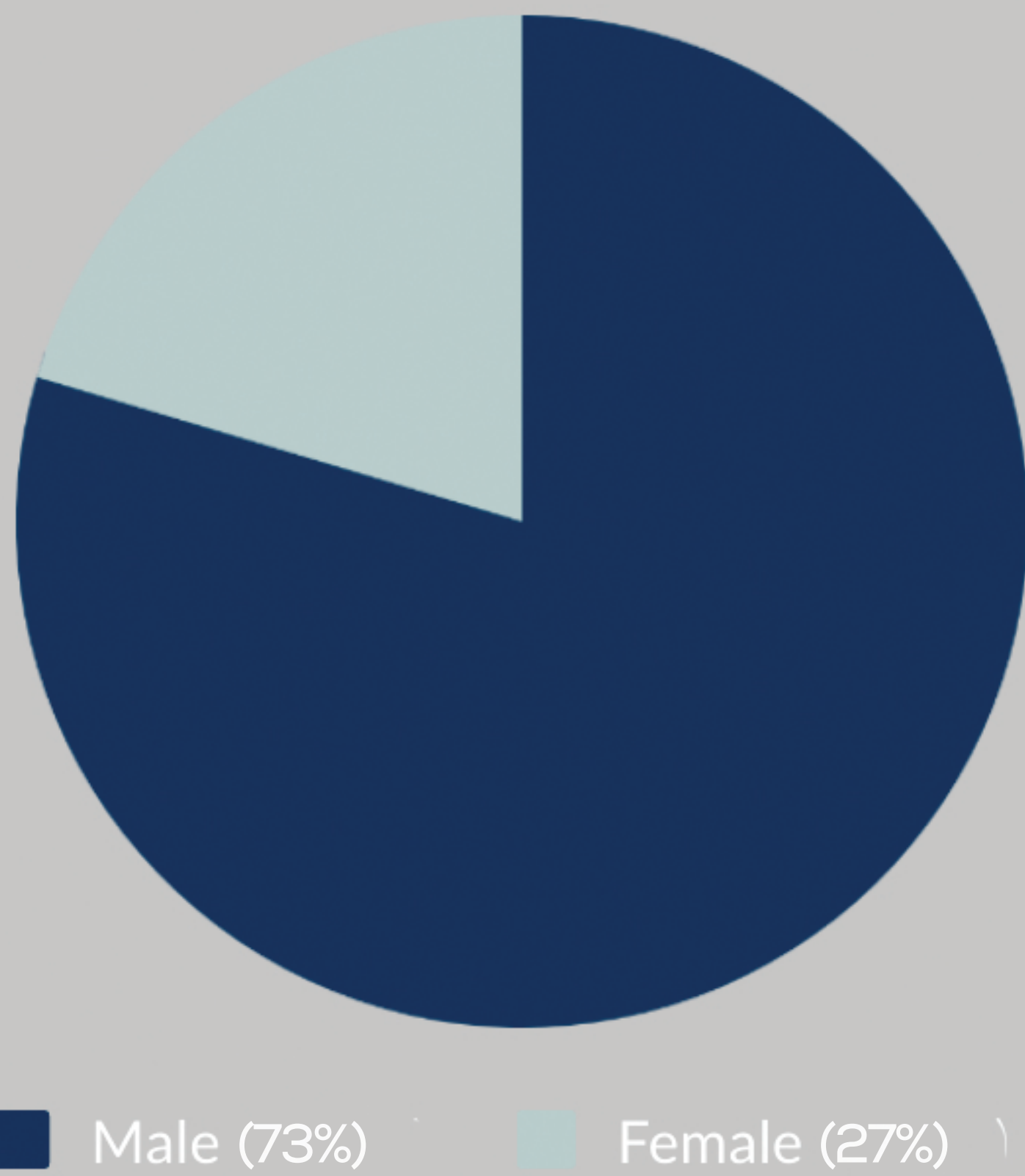
Pay Band Quartiles

Proportion of males and females in each pay quartile.

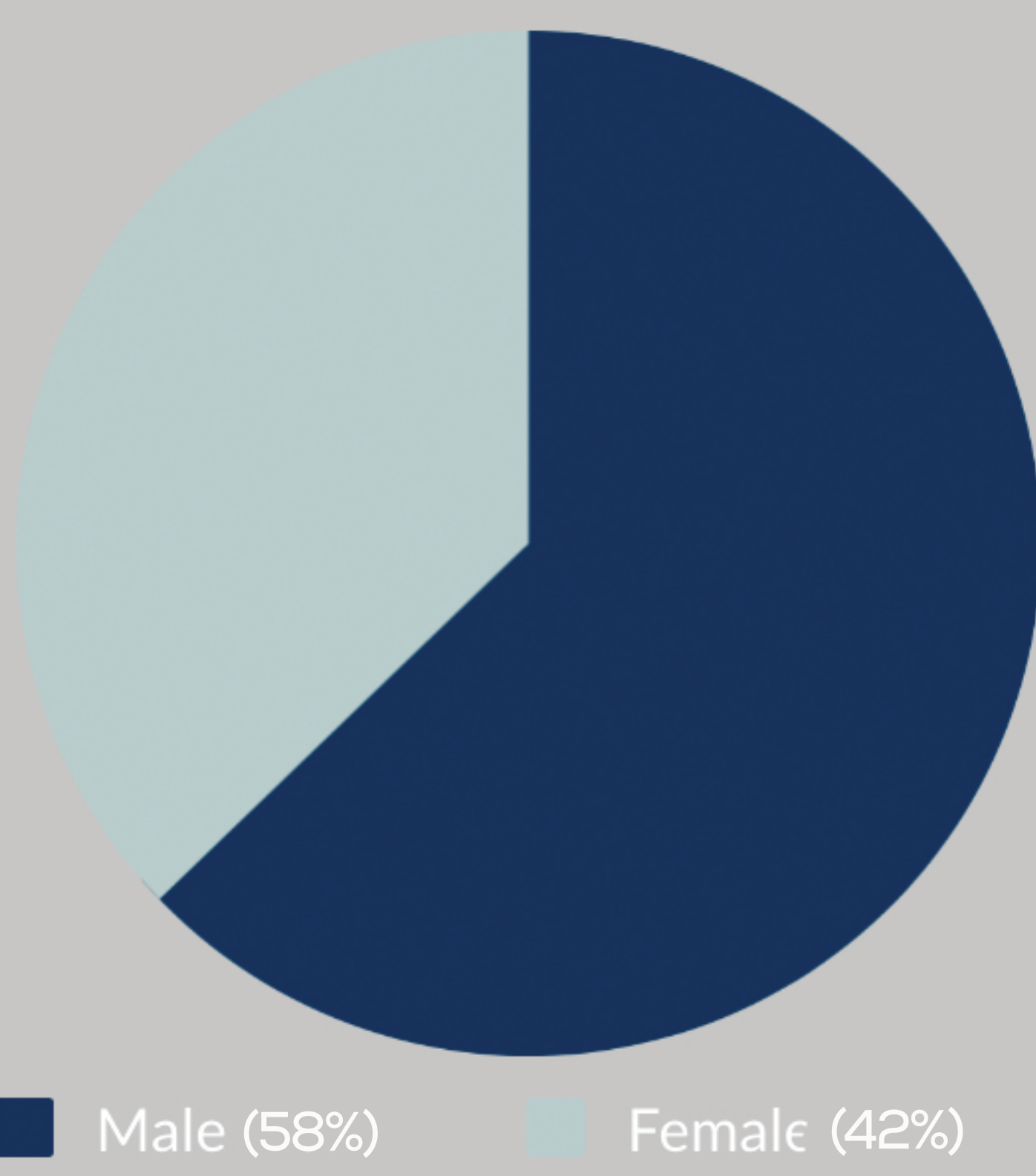
Upper Quartile



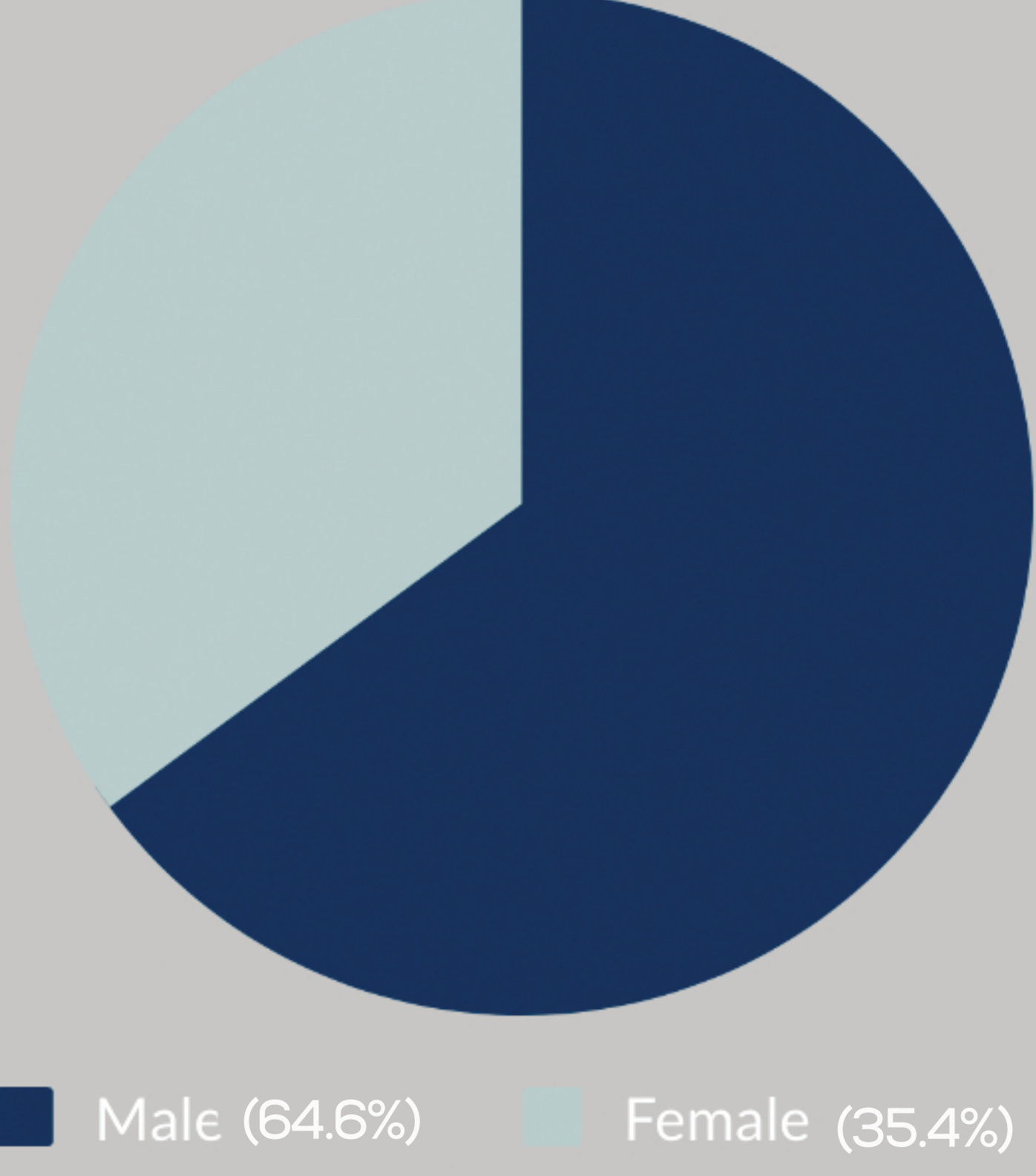
Upper Mid Quartile



Lower Mid Quartile



Lower Quartile



What are we doing to make a difference?

- We want Vantage Motor Group Ltd to be an employer of choice.
- We are committed to continuing to improve our gender mix through the continued attraction, retention, development and progression of females across all areas of our business, which will help towards closing the Gender Pay Gap.
- Traditionally, the automotive sector has been less attractive to females and we are continuing to focus on engaging with external organisations and key forums, locally and nationally, such as the UK Automotive 30% club as a silver member to encourage more females into the automotive profession. It also provides us with the opportunity to promote the varied and dynamic job roles available across the automotive sector.
- We are working with local schools so we can amplify the message that the automotive industry is a progressive, diverse and inclusive industry where women can thrive and excel.

We are encouraged by the increase we have seen in the number of female applicants and subsequent appointments we have made for our trainee customer consultant and apprenticeship roles, our aim is to continue to bridge the gender gap in these areas.



FOOTNOTE - The information in this report comes from a data snapshot taken on the 5th April 2023. This information is certified as a fair and accurate representation of Vantage Motor Group Ltd.