

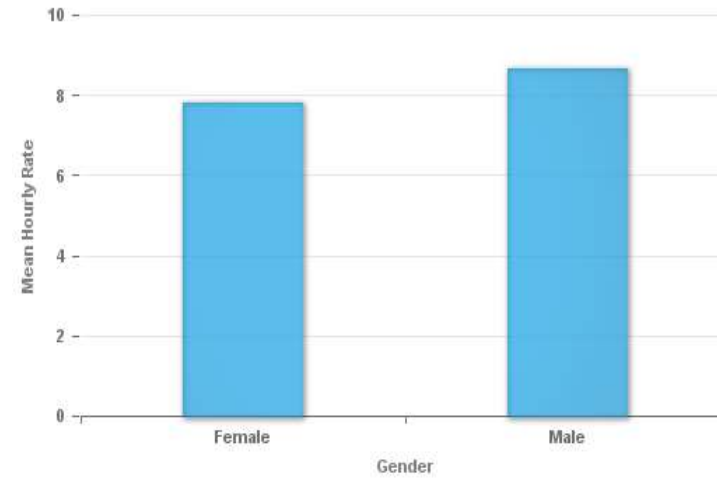
## Metric 1: Mean Gender Pay Gap in Hourly Pay

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Gender	Full-Pay Relevant Employee Count
Female	116
Male	399
<b>Total</b>	<b>515</b>

Gender	Mean Hourly Rate
Female	7.786293103
Male	8.667092732
<b>Mean Average</b>	<b>8.468699029</b>

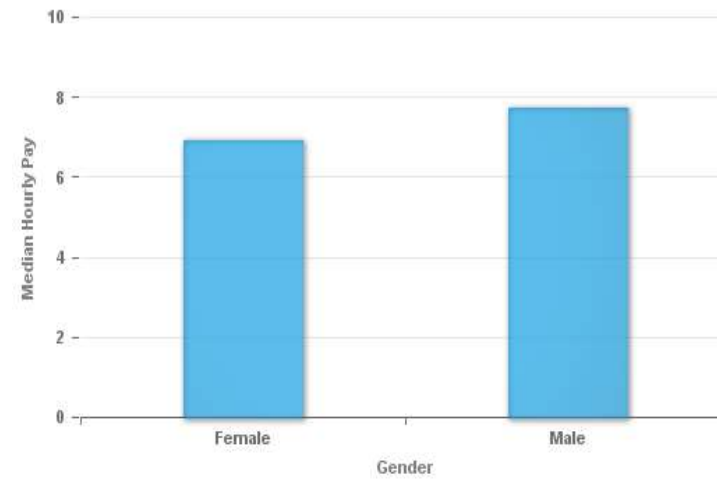
Female MHR: 7.79  
Male MHR: 8.67  
Female MHR Difference: 0.88  
Mean GPG Hourly Rate %: 10.16%



## Metric 2: Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	6.925
Male	7.74
<b>Average</b>	<b>7.57</b>

Female MedianHR: 6.93  
Male MedianHR: 7.74  
Female MedianHR Difference: 0.81  
Median GPG Hourly Rate %: 10.53%



**Metric 3: Proportion of Males and Females receiving a Bonus Payment**

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	95	141	67.38%
Male	345	492	70.12%
<b>Total</b>	<b>440</b>	<b>633</b>	<b>69.51%</b>



Proportion Females Receiving Bonus: 67.38%



Proportion Males Receiving Bonus: 70.12%

#### Metric 4: Mean Bonus Gender Pay Gap

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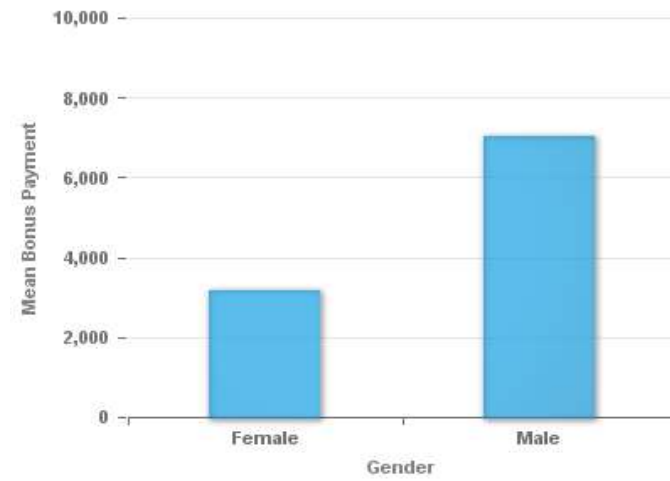
Gender	Mean Bonus Payment
Female	3165.077263
Male	7030.512493
Mean Average	6195.929886

Female Mean Bonus: 3,165.08

Male Mean Bonus: 7,030.51

Female Mean Bonus Difference: 3,865.44

Mean GPG Bonus %: 54.98%

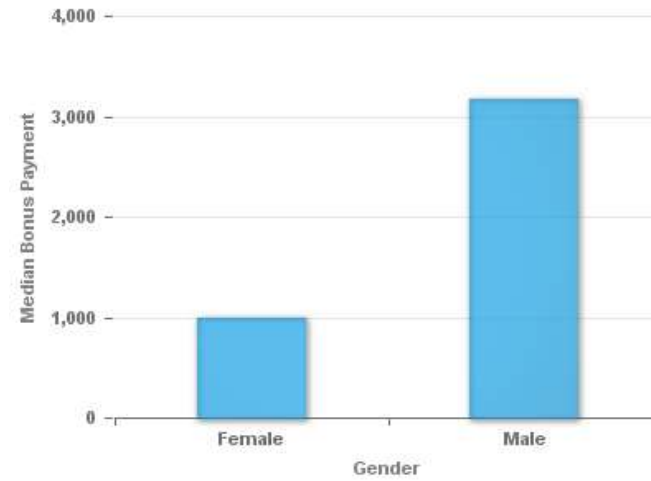


### Metric 5: Median Bonus Gender Pay Gap

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Gender	Median Bonus Payment
Female	1000
Male	3164.17
<b>Average</b>	<b>2523.5</b>

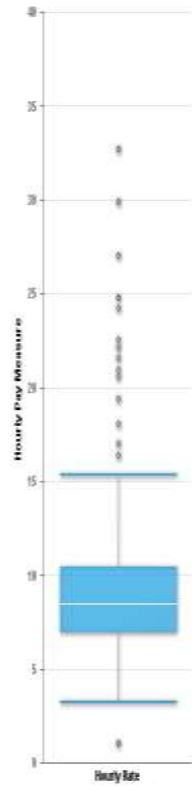
Female Median Bonus: 1,000  
Male Median Bonus: 3,164.17  
Female Median Bonus Difference: 2,164.17  
Median GPG bonus %: 68.4%



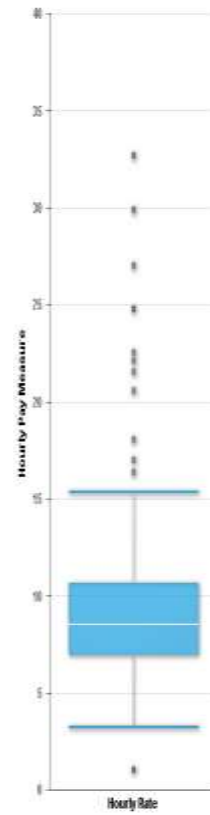
## Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	128	31	97	24.22%	75.78%
Lower Middle Quartile	158	54	104	34.18%	65.82%
Upper Middle Quartile	133	28	105	21.05%	78.95%
Upper Quartile	126	17	109	13.49%	86.51%

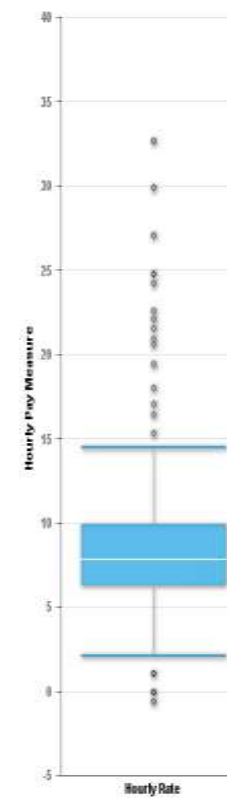
### All Employees

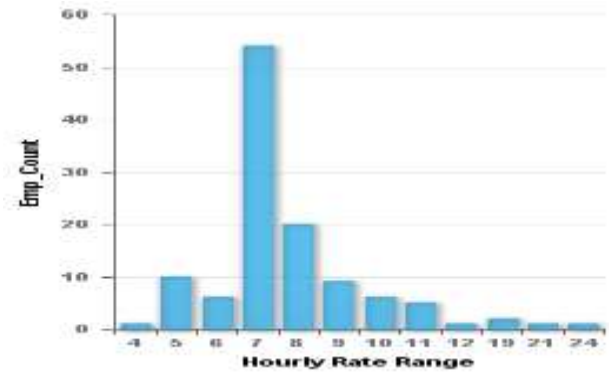
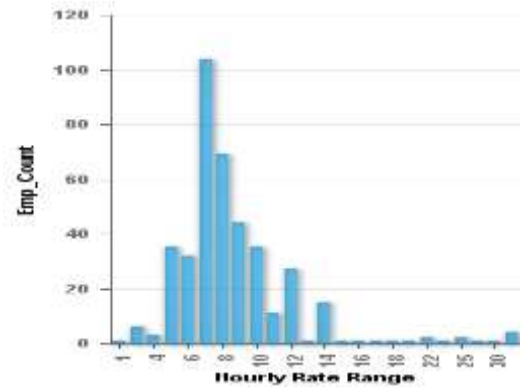
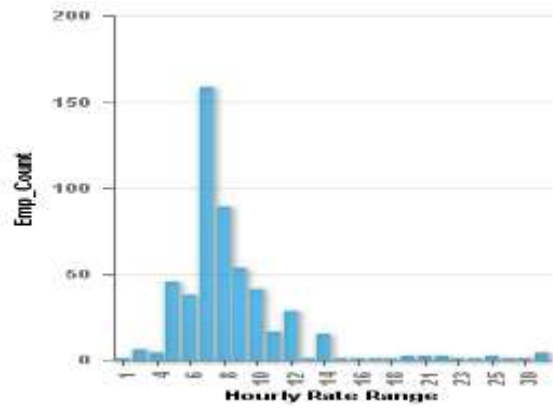


### Males



### Females





## 2021 Gender Pay Report

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The above table shows Vospers gender pay gap as at the snapshot date of 5th April 2021.

Employees on reduced pay due to sickness or being placed on furlough have been included in the bonus pay calculations, although are excluded from the calculations for average mean & median hourly rates and quartile calculations.

Vospers remain confident that men and women are paid equally when working in equivalent roles, and are committed to ensuring equality in pay throughout the organisation. In publishing our gender pay gap data, it should be noted that this legislation is distinct from equal pay as it is not measuring the parity of roles of the same level.

Since our previous gender pay gap report in 2019, Vospers have undergone both an outsourcing of a number of roles and internal restructuring in the wake of the Covid-19 pandemic, which are reflected in our current headcount and both mean and median average values in our 2021 gender gap data.

The mean average rate reflects the motor industry's historical workforce being male dominated, and at the calculation date Vospers had more males at a senior level within the business meaning the mean average is higher for males than females, and this is likely to continue until we achieve a balanced representation of females across all areas of the business.

The median value reflects both the higher proportion of males within our workforce, and the outsourcing and restructuring that has taken place at lower level roles within the business during 2019/2020.

Our bonus pay figures confirm a rise from 2018 in that 69.51% of our combined workforce have continued to benefit from bonus payments. This represents 70.12% of males receiving a bonus and 67.38% of females receiving a bonus, although males receive an average of 54.98% more which is as a result of the majority of our sales and service teams being male and receiving commissions or bonuses, and are therefore the bigger earners in the company. With the difficulty in recruiting females into these roles, this is unlikely to change in the short term.

Vospers are continuing to work in addressing the level of female employees in the motor industry, and are actively looking to recruit females across all roles, and to promote from within to ensure a gender balance at all levels within the business.

Finally, our quartiles show a shift in percentages between males and females of between 2% – 10% since 2019, which recognises the workforce restructuring taken place over the past two years.

Signed: Paul Rogers, Finance Director