

MHR ANALYTICS

UK Gender Pay Gap



Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	132
Male	456
	0
Total	588

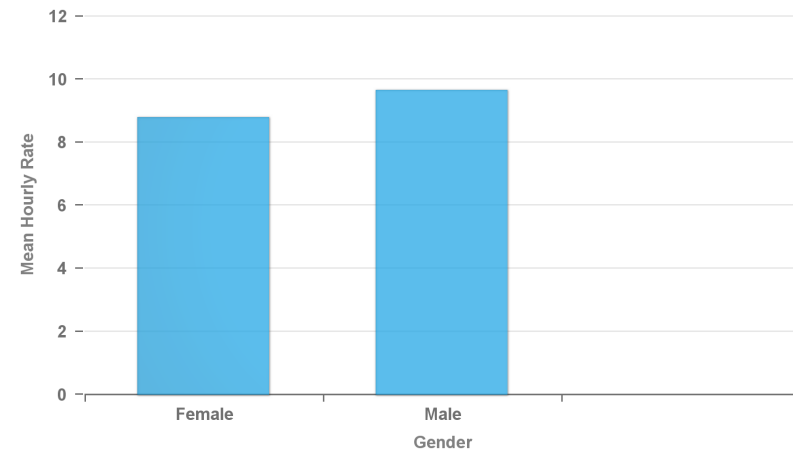
Gender	Mean Hourly Rate
Female	8.76
Male	9.63
Mean Average	9.43

Female MHR: 8.76

Male MHR: 9.63

Female MHR Difference: 0.86

Mean GPG Hourly Rate %: 8.97%



Metric 2: Median Gender Pay Gap in Hourly Pay

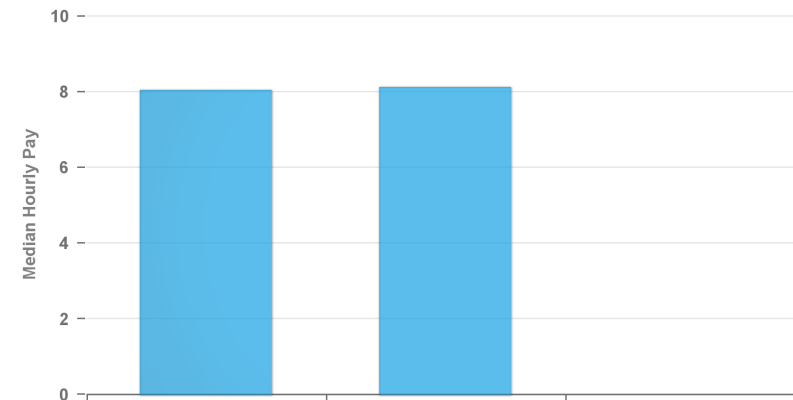
Gender	Median Hourly Pay
Female	8.02
Male	8.1
Average	8.08

Female MedianHR: 8.02

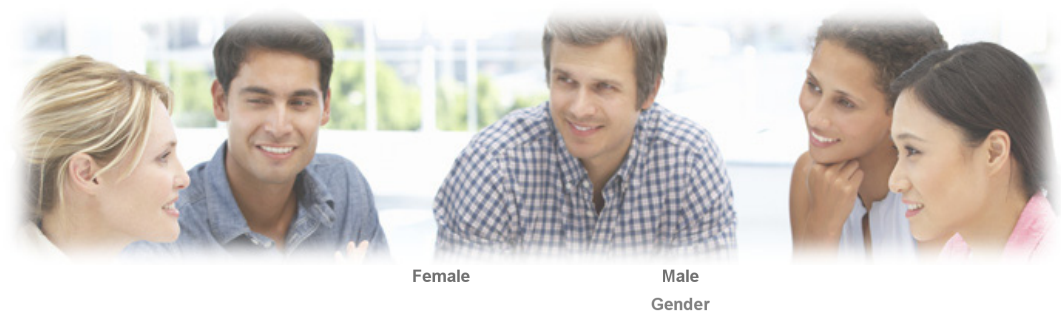
Male MedianHR: 8.1

Female MedianHR Difference: 0.08

Median GPG Hourly Rate %: 0.99%



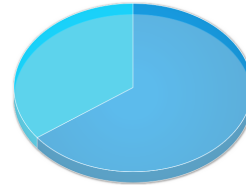
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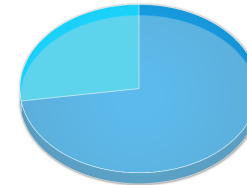
Female Male Gender

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

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	96	148	64.86%
Male	385	530	72.64%
Total	481	678	70.94%



Proportion Females Receiving Bonus: 64.86%



Proportion Males Receiving Bonus: 72.64%

Metric 4: Mean Bonus Gender Pay Gap

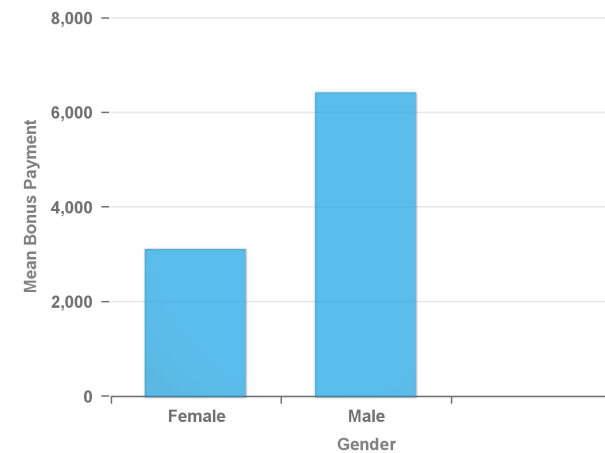
Gender	Mean Bonus Payment
Female	3,094.22
Male	6,408.58
Mean Average	5,747.08

Female Mean Bonus: 3,094.22

Male Mean Bonus: 6,408.58

Female Mean Bonus Difference: 3,314.36

Mean GPG Bonus %: 51.72%



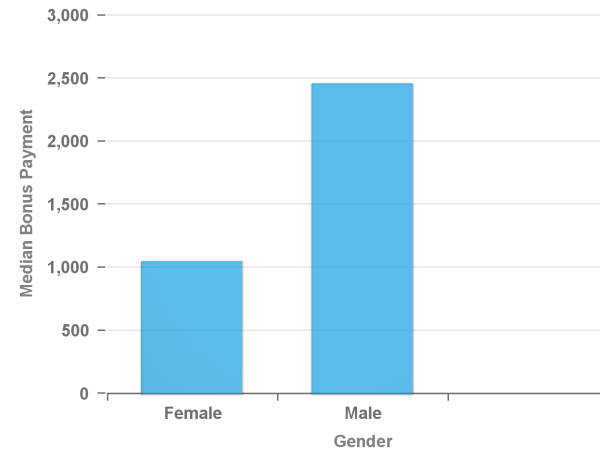
UK Gender Pay Gap



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	1,037.5
Male	2,450
Average	1,980

Female Median Bonus: 1,037.5
 Male Median Bonus: 2,450
 Female Median Bonus Difference: 1,412.5
 Median GPG bonus %: 57.65%



Metric 6: Proportion of Males and Females in Quartile

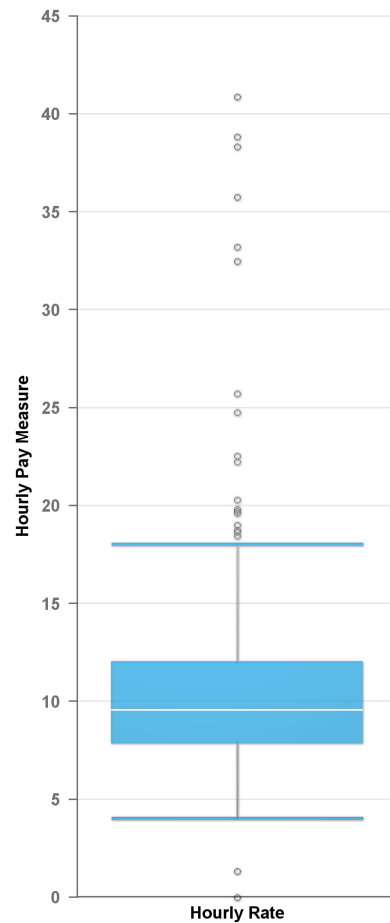
	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	214	48	166	22.43%	77.57%
Lower Middle Quartile	178	44	134	24.72%	75.28%
Upper Middle Quartile	149	43	106	28.86%	71.14%
Upper Quartile	150	23	127	15.33%	84.67%

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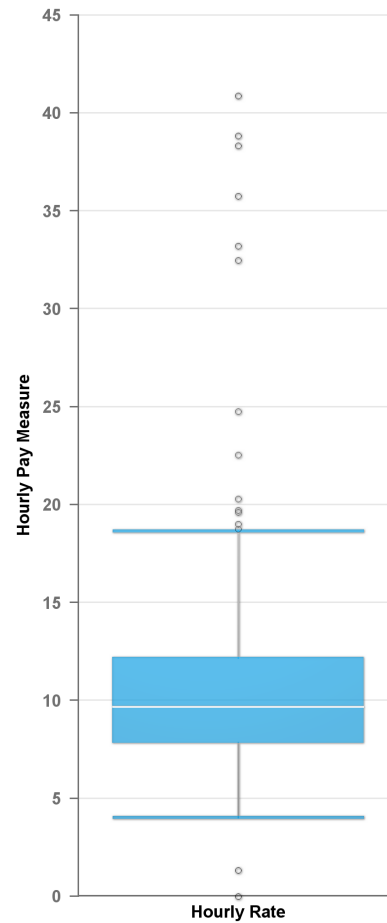
UK Gender Pay Gap



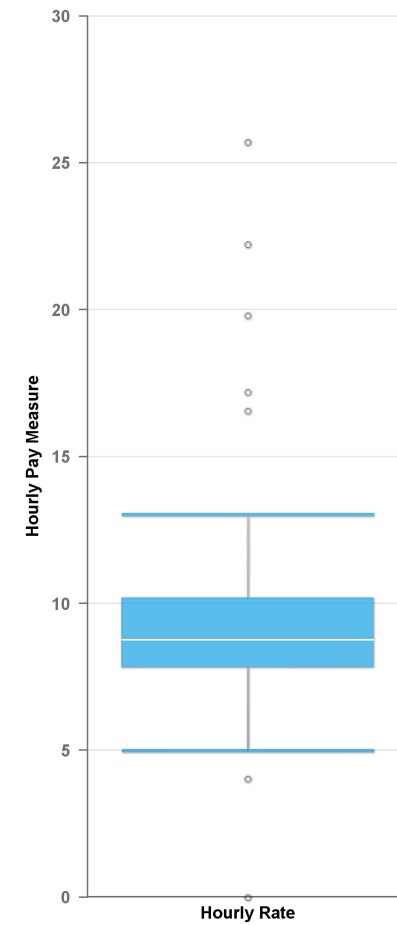
All Employees



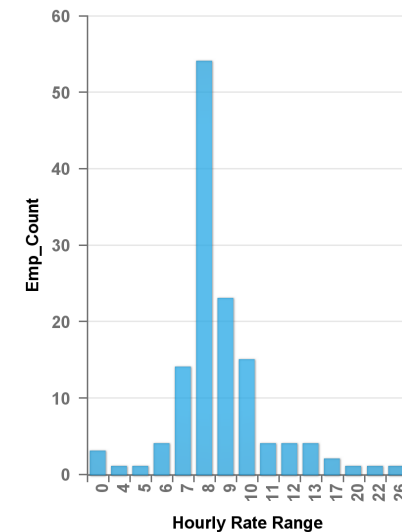
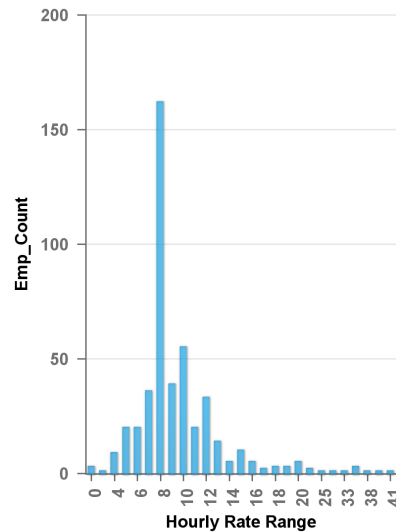
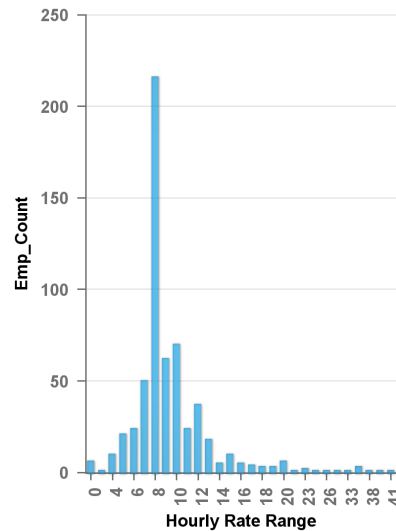
Males



Females



UK Gender Pay Gap



Our Plan of Action

The above table shows Vospers 'Gender Pay Gap' as at the snapshot date of 5th April 2018. Vospers are confident that men and women are paid equally when working in equivalent roles, and we welcome the Government's decision for companies to publish their gender pay gaps, although it should be noted that the legislation is distinct from equal pay as it is not measuring the parity of roles of the same level.

The motor industry has historically been male dominated and at the calculation date Vospers had more males at a senior level and as such our average male salary mean is higher than our average female mean salary, although the median is now less than 1%. Vospers also recognises that many male Managers started as Technicians and Sales Executives, before progressing in their careers. This pay gap will continue to exist until we achieve a fair representation of males and females at all levels within the business.

Our bonus pay figures confirm a rise from last year in that almost 65% of our male and female employees continue to receive bonus payments, however males receive an average of 51.72% more, which is as a result of the majority of our sales force being male and receiving commissions for cars sold, and are the biggest bonus earners in the company.

However, it is pleasing to see a rise in the number of female staff in the upper middle and upper quartile increasing by 12 from the previous year.



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In addition, as part of our commitment to diversity within the motor industry, we want to continue to encourage female applications for all roles within the business, with a particular focus on female Sales Executives and Vehicle Technicians through our apprenticeship programme.

Vospers have recruited a designated in-house Group Trainer, and we continue to review and hold recruitment training for all Managers in an effort to move away from stereotypical views of recruitment, which will help to identify the skills and drive necessary to work in the motor industry regardless of sex.

Team Leading and Management training is gender neutral, and is offered to all employees with the pre-requisite skills, and the company is able to demonstrate a number of career development activities at all levels and across all roles within the business.

In conclusion, Vospers has analysed the results of the report and is confident that any perceived gap in pay is as a result of the current gender mix, which we are working to address as noted above, rather than any pay differential between pay rates for those carrying out a similar role.

I confirm the published figures are an accurate account of our Gender Pay Gap as at April 2018.

Signed:
Paul Rogers, Finance Director