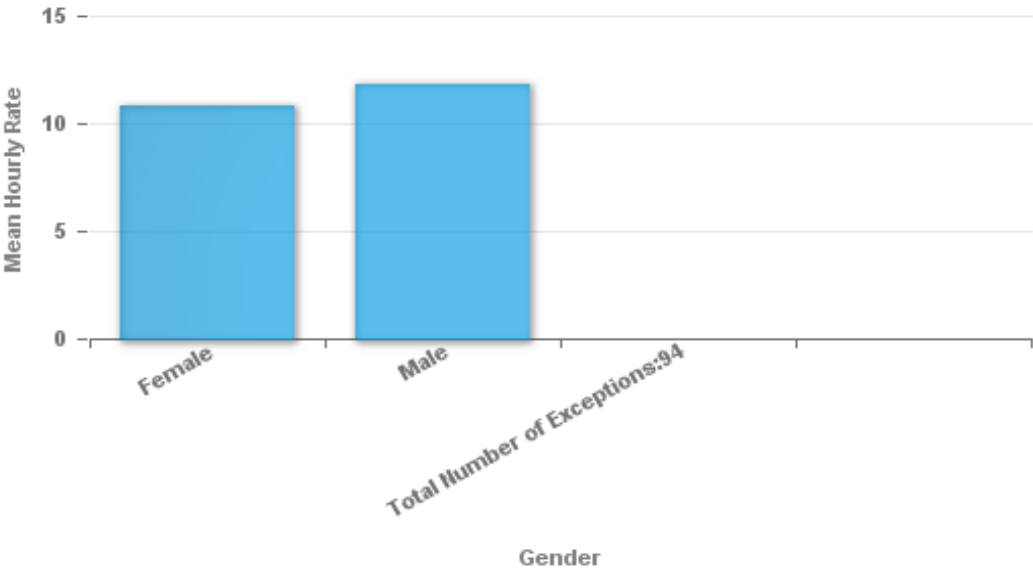


Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	90
Male	356
Total Number of Employees	0
	0
Total	446

Gender	Mean Hourly Rate
Female	10.81455556
Male	11.77980337
Total Number of Employees	
Mean Average	11.58502242

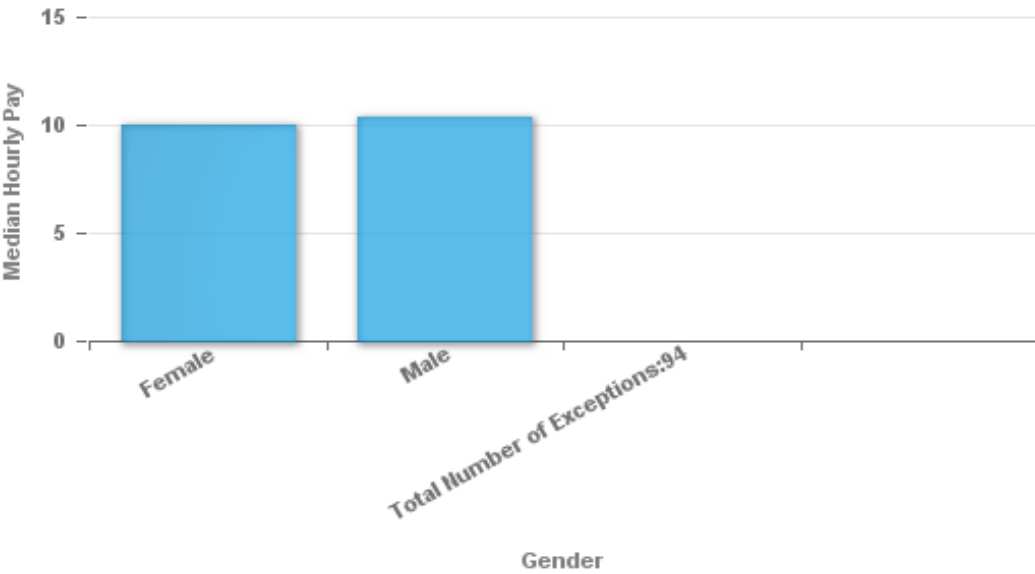
Female MHR: 10.81
Male MHR: 11.78
Female MHR Difference: 0.97
Mean GPG Hourly Rate %: 8.19%



Metric 2: Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	9.99
Male	10.395
Total Number of Employees	
Average	10.085

Female MedianHR: 9.99
Male MedianHR: 10.4
Female MedianHR Difference: 0.4
Median GPG Hourly Rate %: 3.9%

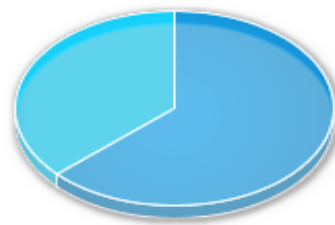


Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	67	115	58.26%
Male	288	456	63.16%
Total Number of	0	0	#DIV/0!
	0	0	#DIV/0!
Total	355	571	62.17%



Proportion Females Receiving Bonus: 58.26%



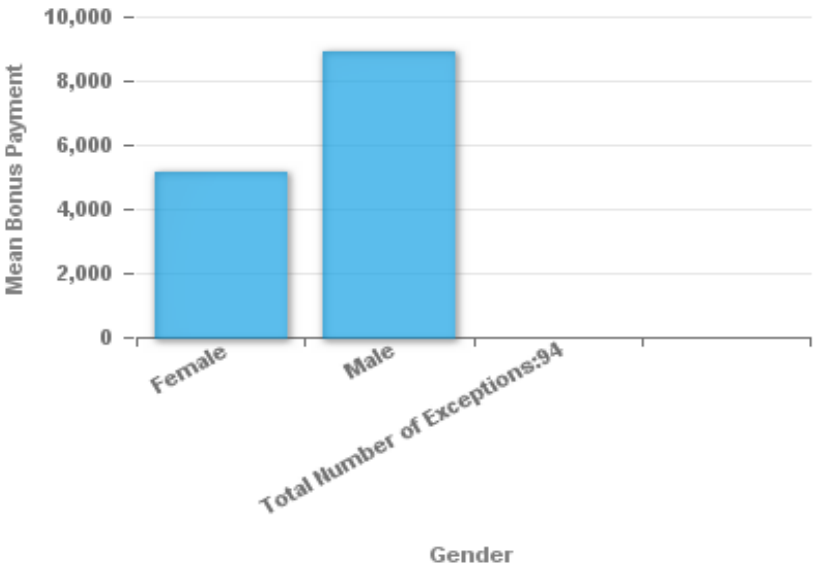
Proportion Males Receiving Bonus: 63.16%

Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	5158.071791
Male	8915.498611
Total Number of	
Mean Average	8206.350451

Female Mean Bonus: 5,158.07
Male Mean Bonus: 8,915.5
Female Mean Bonus Difference: 3,757.43

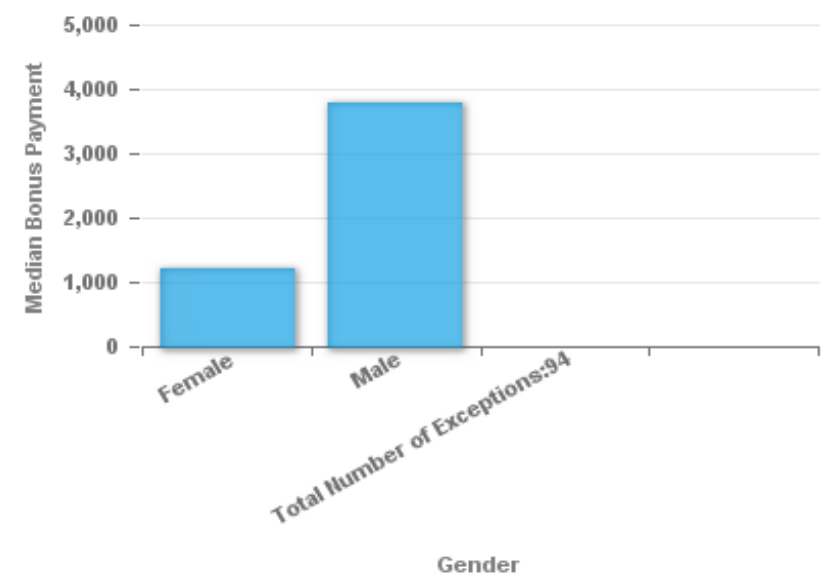
Mean GPG Bonus %: 42.14%



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	1200
Male	3775
Total Number of Employees	
Average	3193.54

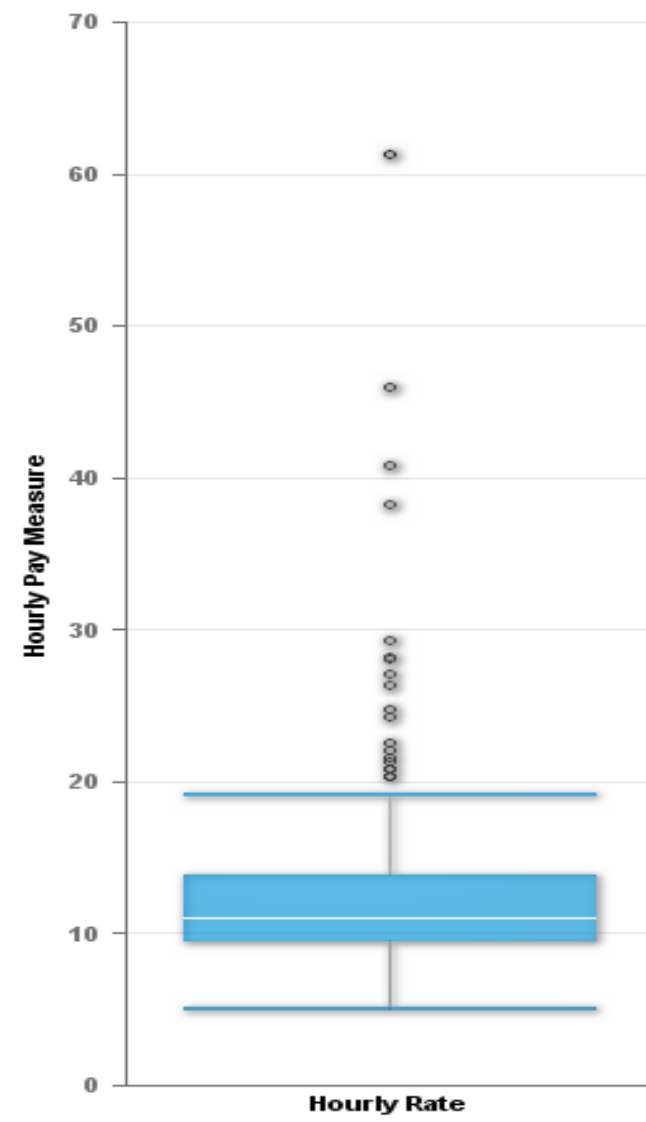
Female Median Bonus: 1,200
Male Median Bonus: 3,775
Female Median Bonus Difference: 2,575
Median GPG bonus %: 68.21%



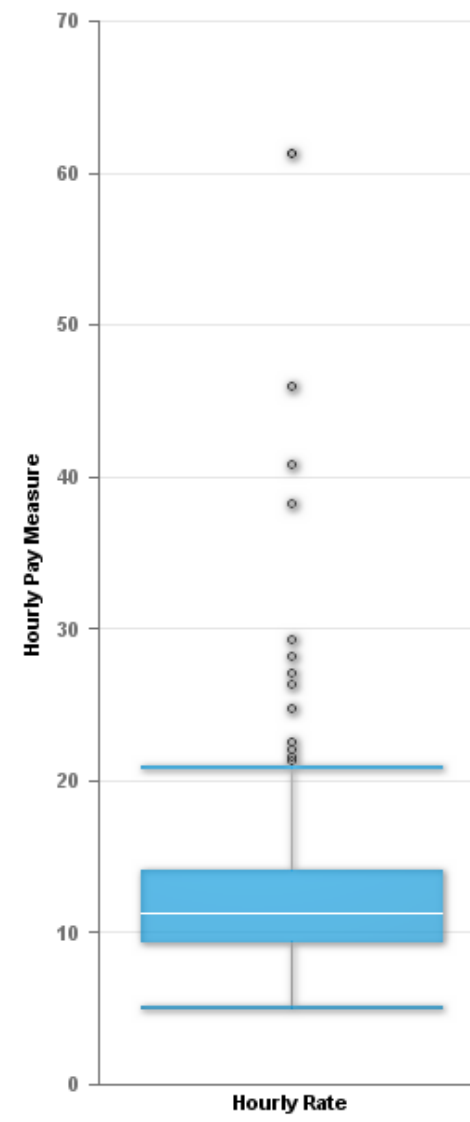
Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	135	17	118	12.59%	87.41%
Lower Middle Quartile	143	41	102	28.67%	71.33%
Upper Middle Quartile	109	33	76	30.28%	69.72%
Upper Quartile	113	8	105	7.08%	92.92%

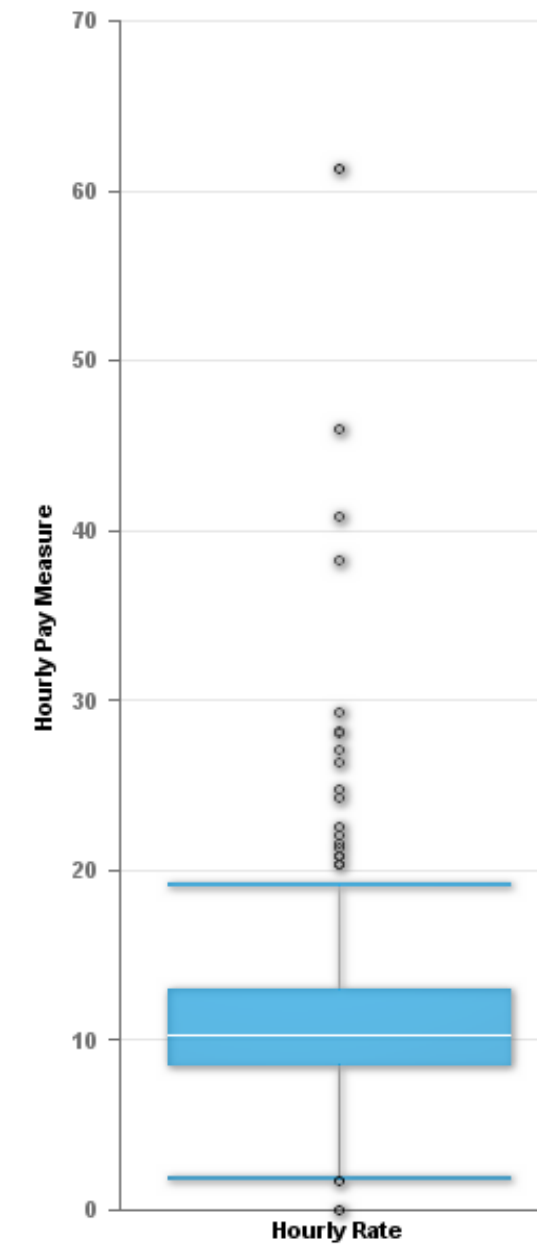
All Employees

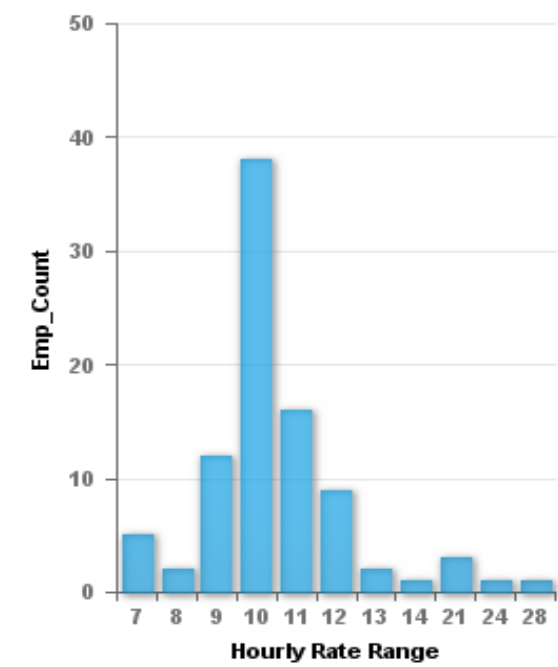
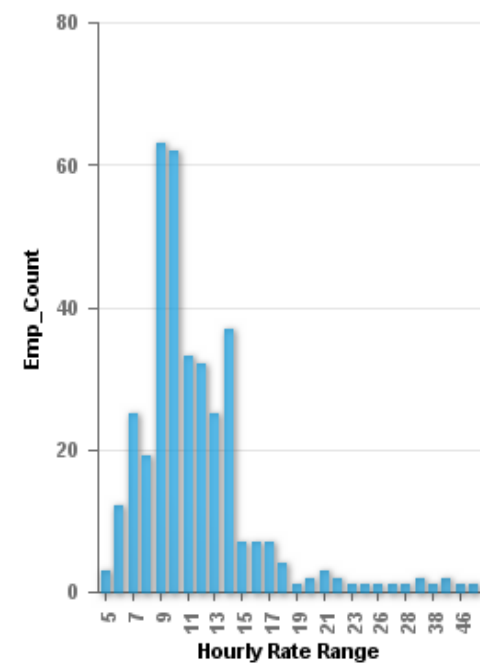
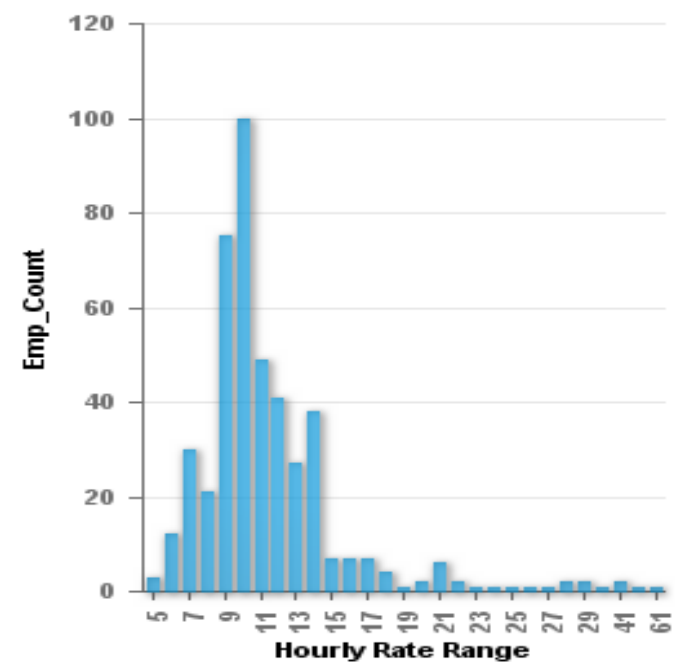


Males



Females





Vospers Motor House Ltd - 2023 Gender Pay Gap

The above table shows Vospers gender pay gap as at the snapshot date of 5th April 2022.

Employees on reduced pay due to sickness or maternity/paternity etc 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 April 2022 (snapshot date 2021), Vospers have continued to be impacted by very competitive recruitment markets for technical workshop jobs, which pushed salaries up in these predominately male roles, although an across the board pay increase in January 2022 has resulted in a reducing percentage difference between male and female rates.

As such, whilst the gender pay gap data April 2022 continues to reflect the motor industry's historical and current workforce being male dominated, at the snapshot date Vospers mean hourly rate percentage difference showed a positive reduction from 12.37% to 8.19%, and our median values data, reduced from 7.49% to 3.9% suggesting a more realistic picture of our data due to outliers not influencing the overall spread of data.

At the 2022 snapshot date there has been a reduction in the percentage of both male and females in receipt of bonus payments, although positively for those receiving bonuses, the mean and median difference in value between males and females has reduced from 49.19% to 42.14% and 70.67% to 68.21% respectively. Our snapshot data continues to demonstrate higher value bonuses for males which is as a result of the majority of our sales and service teams being male and receiving commissions or bonuses, and are therefore currently the higher earners in the company. With the difficulty in recruiting females into these roles, this is unlikely to change in the short term.

However, Vospers are continuing to focus on addressing the level of female employees in the motor industry across all roles, promoting from within to ensure a gender balance at all levels within the business, and encouraging female applications for our vacancies in an effort to increase our diversity in male dominated areas of the business, and this is an area that will require on-going focus.

In reviewing our quartile data, the lower two categories show a decrease in the percentage of females and this reflects an increase in our male headcount in this category based on bringing external services back in house.

The upper middle quartile positively shows a 9% increase in females in this category, demonstrating a retention of the key skills females bring to the business, whilst the top quartile remains relatively unchanged from 2021 data.

Wendy Horswell, HR Director