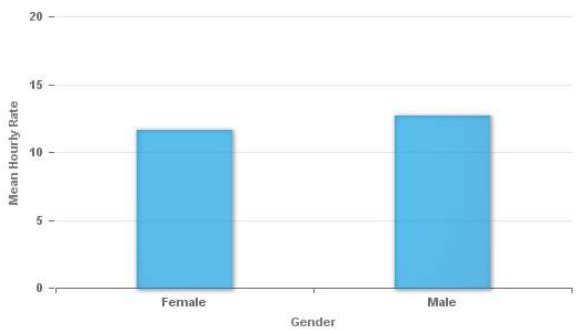


Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	105
Male	422
Total	527

Gender	Mean Hourly Rate
Female	11.6427619
Male	12.64303318
Mean Average	12.44373814

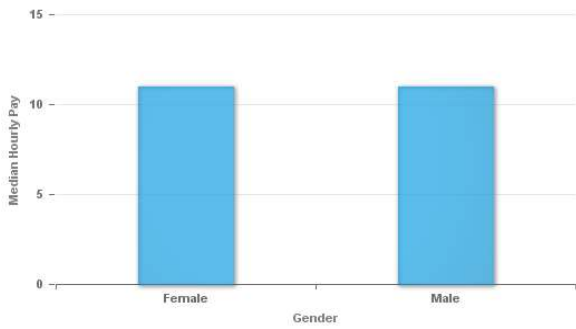
Female MHR: 11.64  
Male MHR: 12.64  
Female MHR Difference: 1  
Mean GPG Hourly Rate %: 7.91%



Metric 2: Median Gender Pay Gap in Hourly Pay

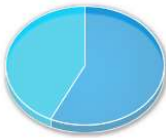
Gender	Median Hourly Pay
Female	10.96
Male	10.96
Average	10.96

Female MedianHR: 10.96  
Male MedianHR: 10.96  
Female MedianHR Difference: 0  
Median GPG Hourly Rate %: 0%

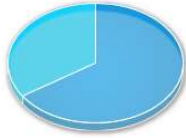


Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	72	126	57.14%
Male	316	481	65.70%
Total	388	607	63.92%



Proportion Females Receiving Bonus: 57.14%

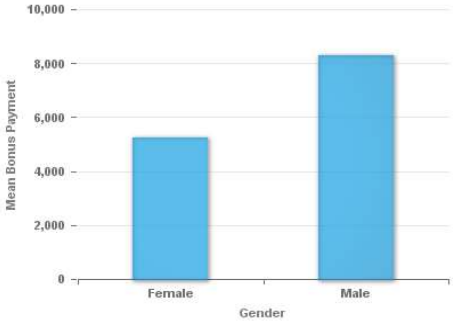


Proportion Males Receiving Bonus: 65.7%

Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	5249.374583
Male	8287.286487
Mean Average	7723.550258

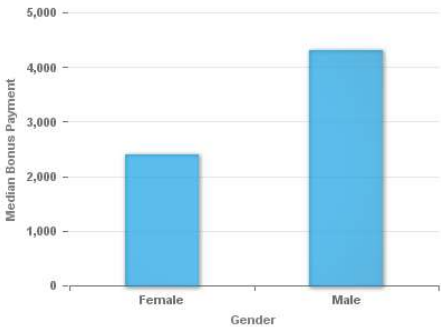
Female Mean Bonus: 5,249.37  
Male Mean Bonus: 8,287.29  
Female Mean Bonus Difference: 3,037.91  
  
Mean GPG Bonus %: 36.66%



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	2402.77
Male	4306
Average	3817.04

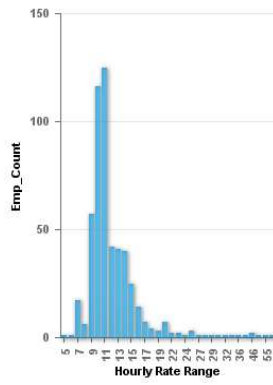
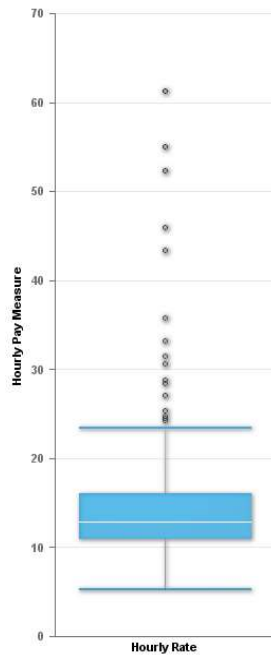
Female Median Bonus: 2,402.77  
Male Median Bonus: 4,306  
Female Median Bonus Difference: 1,903.23  
Median GPG bonus %: 44.2%



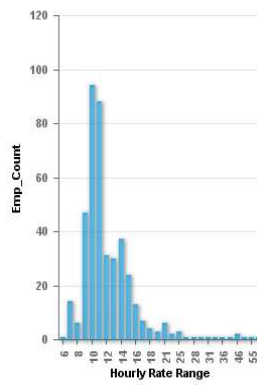
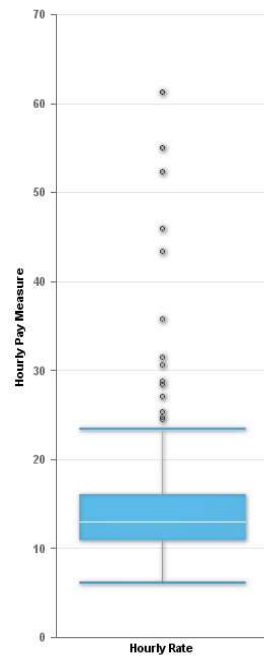
Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	148	27	121	18.24%	81.76%
Lower Middle Quartile	161	33	128	20.5%	79.5%
Upper Middle Quartile	146	45	101	30.82%	69.18%
Upper Quartile	126	12	114	9.52%	90.48%

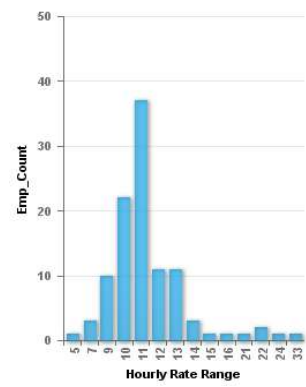
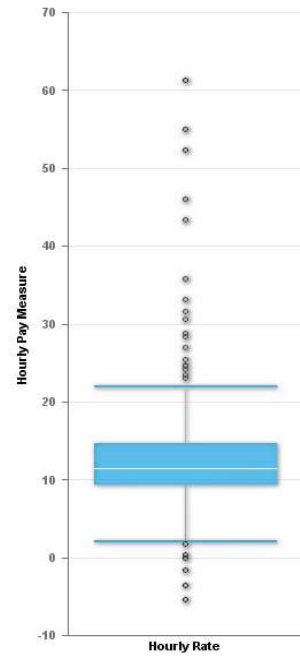
All Employees



Males



Females



# Our Plan of Action

## Vospers Motor House Ltd - 2024 Gender Pay Gap Report

The above table shows Vospers gender pay gap as at the snapshot date of 5<sup>th</sup> April 2023.

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 2023 (snapshot date 2022), 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 2023 has resulted in a reducing percentage difference between male and female rates.

As such, whilst the gender pay gap data April 2023 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 8.19% to 7.91%, and our median values data, reduced from 3.9% to 0% suggesting a more realistic picture of our data due to outliers not influencing the overall spread of data.

At the 2023 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 42.14% to 36.66% and 68.21% to 44.2% 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 bands show the percentage of females decreased by 2% from 21%-19%, and males increasing by 2% from 79%-81% which is a positive move in supporting diversity in different roles.

The upper middle quartile also positively shows a 3% increase in females in this category, demonstrating a retention of the key skills females bring to the business in higher paid roles, whilst the top quartile remains relatively unchanged from 2022 data.