



# Vertu Motors plc

## Vertu Motors PLC Gender Pay Report 2018

The Vertu Motors group remuneration strategy, and the pay and bonus structures within it, provide all colleagues who are undertaking the same job with an equal opportunity to earn in line with their contribution to the Group's performance and/or their own personal performance. The Company is therefore confident that it does not have an equal pay issue given the consistency of the pay structures that apply across the business irrespective of gender which does not indirectly impact either gender's ability to earn.

The Gender Pay Gap numbers we have published comply with the Government's requirements but do not tell the whole story on why a Gender Pay Gap exists in the motor retail sector. This sector has historically been male dominated, especially in sales and management position, but also by the high proportion of men attracted to work in vehicle technician vacancies. This higher distribution of males in higher value roles drives the sector's Gender Pay Gap. Over recent years we have made good strides towards a more gender balanced workforce with more women moving into these positions. Over time this will be reflected in the Gender Pay Gap numbers that the Company will publish.

### Hourly Rate

Statutory Entity	Mean Gender Pay Gap	Median Gender Pay Gap
Albert Farnell Ltd	11.67%	20.75%
Bristol Street First Investments Limited	24.28%	23.88%
Bristol Street Fourth Investments Limited	24.92%	28.66%
Grantham Motor Company Limited	18.57%	19.91%
Vertu Motors (VMC) Limited	27.29%	23.31%
Vertu Motors PLC	58.17%	38.25%
Hughes of Beaconsfield Limited	22.65%	7.41%
Vertu Motors Overall - Excluding Hughes of Beaconsfield Limited	24.57%	24.55%

## Pay Quartiles

Pay Quartile	Proportion of Men	Proportion of Women
Albert Farnell Ltd Upper	84.16%	15.84%
Albert Farnell Ltd Upper Middle	88.00%	12.00%
Albert Farnell Ltd Lower Middle	69.31%	30.69%
Albert Farnell Ltd Lower	63.37%	36.63%
Bristol Street First Investments Upper	92.50%	7.50%
Bristol Street First Investments Upper Middle	88.04%	11.96%
Bristol Street First Investments Lower Middle	83.84%	16.16%
Bristol Street First Investments Lower	58.33%	41.67%
Bristol Street Fourth Investments Upper	90.68%	9.32%
Bristol Street Fourth Investments Upper Middle	86.31%	13.69%
Bristol Street Fourth Investments Lower Middle	63.54%	36.46%
Bristol Street Fourth Investments Lower	69.72%	30.28%
Grantham Motor Company Upper	87.50%	12.50%
Grantham Motor Company Upper Middle	82.86%	17.14%
Grantham Motor Company Lower Middle	77.45%	22.55%
Grantham Motor Company Lower	63.00%	37.00%
Vertu Motors VMC Upper	89.47%	10.53%
Vertu Motors VMC Upper Middle	82.71%	17.29%
Vertu Motors VMC Lower Middle	67.67%	32.33%
Vertu Motors VMC Lower	61.65%	38.35%
Vertu Motors PLC Upper	74.05%	25.95%
Vertu Motors PLC Upper Middle	51.94%	48.06%
Vertu Motors PLC Lower Middle	34.85%	65.15%
Vertu Motors PLC Lower	40.15%	59.85%
Hughes of Beaconsfield Limited Upper	88.16%	11.84%
Hughes of Beaconsfield Limited Upper Middle	67.11%	32.89%
Hughes of Beaconsfield Limited Lower Middle	81.33%	18.67%
Hughes of Beaconsfield Limited PLC Lower	89.47%	10.53%
<b>Vertu Motors (Overall excl Hughes) Upper</b>	<b>88.12%</b>	<b>11.88%</b>
<b>Vertu Motors (Overall excl Hughes) Upper Middle</b>	<b>83.63%</b>	<b>16.37%</b>
<b>Vertu Motors (Overall excl Hughes) Lower Middle</b>	<b>59.28%</b>	<b>40.72%</b>
<b>Vertu Motors (Overall excl Hughes) Lower</b>	<b>70.36%</b>	<b>29.64%</b>

## Bonus Pay Gender Pay Gap

Statutory Entity	Mean Gender Pay Gap	Median Gender Pay Gap
Albert Farnell Ltd	-0.79%	14.68%
Bristol Street First Investments	49.91%	60.31%
Bristol Street Fourth Investments	57.94%	66.44%
Grantham Motor Company	34.81%	12.46%
Vertu Motors VMC	60.44%	70.23%
Vertu Motors PLC	65.55%	38.52%
Hughes of Beaconsfield Limited	12.98%	-75.29%
<b>Vertu Motors</b>	<b>49.78%</b>	<b>56.91%</b>

## Bonus Pay Distribution

Statutory Entity	Males	Female
Albert Farnell Ltd	80.84%	51.89%
Bristol Street First Investments	81.15%	63.81%
Bristol Street Fourth Investments	84.94%	70.57%
Grantham Motor Company	84.21%	76.34%
Vertu Motors VMC	87.14%	77.37%
Vertu Motors PLC	85.19%	76.78%
Hughes of Beaconsfield Limited	56.29%	52.54%
<b>Vertu Motors</b>	<b>83.62%</b>	<b>70.22%</b>

This statement has been confirmed to be accurate by Robert Forrester, a director of Vertu Motors plc, Albert Farnell Limited, Bristol Street First Investments Limited, Bristol Street Fourth Investments Limited, Grantham Motor Company Limited, Vertu Motors (VMC) Limited and Hughes of Beaconsfield Limited. 4 April 2019