



## Vertu Motor PLC Gender Pay Report 2020

Vertu Motors remuneration strategy, and the pay and bonus structures within it, provides all colleagues who are undertaking the same job with an equal opportunity to earn in line with their contribution to the Company'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 and their make-up which does not indirectly impact either genders 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 in relation to the high proportion of men attracted to work in vehicle technician vacancies. This higher distribution of males into higher skilled 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. This is reflected in the reduction in the Mean Hourly Rate Gender Pay Gap from 24.6 in 2018 to 21.06 in 2020 and the reduction in the Mean bonus Gender Pay Gap from 49.78% in 2018 to 14.0% in 2020. Over time further narrowing of the gap will be reflected in the Gender Pay Gap numbers that the Company will publish.

### Hourly Rate

Stat Entity	Gender Pay Gap (%)	
	Mean	Median
Bristol Street Fourth Investments Limited	21.36	23.05
Bristol Street First Investments Limited	21.81	17.75
Vertu Motors plc	51.24	27.97
Vertu Motors (VMC) Limited	23.36	18.11
Grantham Motor Company Limited	22.48	22.48
Albert Farnell Limited	17.10	18.42
Vertu Motors (Continental) Limited	12.40	16.11
South Hereford Garages Limited	15.45	23.49
South Hereford Garages Trade Parts LLP*	16.71	2.40
Vertu Motors (Chingford) Limited*	15.66	31.28
Vans Direct Limited*	21.19	38.30
Hughes of Beaconsfield Limited*	17.62	9.61
All Car Parts Limited*	26.98	-0.80
Nottingham TPS LLP*	4.59	0.00
Vertu Motors Third Limited*	19.02	34.38
<b>Vertu Motors (Overall)</b>	<b>21.06</b>	<b>20.54</b>

\*Under 250 heads, therefore, not reportable under the Gender Pay Gap regulations but added into the PLC Grand Total.

## Pay Quartiles

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Albert Farnell Ltd Upper	86.61	13.39
Albert Farnell Ltd Upper Middle	85.71	14.29
Albert Farnell Ltd Lower Middle	63.48	36.52
Albert Farnell Ltd Lower	70.54	29.46
Bristol Street First Investments Upper	92.91	7.09
Bristol Street First Investments Upper Middle	81.82	18.18
Bristol Street First Investments Lower Middle	67.69	32.31
Bristol Street First Investments Lower	79.32	20.68
Bristol Street Fourth Investments Upper	87.82	12.18
Bristol Street Fourth Investments Upper Middle	89.53	10.47
Bristol Street Fourth Investments Lower Middle	66.03	33.97
Bristol Street Fourth Investments Lower	73.08	26.92
Grantham Motor Company Upper	87.07	12.93
Grantham Motor Company Upper Middle	85.34	14.66
Grantham Motor Company Lower Middle	62.07	37.93
Grantham Motor Company Lower	77.39	22.61
Vertu Motors VMC Upper	91.94	8.06
Vertu Motors VMC Upper Middle	80.49	19.51
Vertu Motors VMC Lower Middle	65.85	34.15
Vertu Motors VMC Lower	72.58	27.42
Vertu Motors PLC Upper	74.15	25.85
Vertu Motors PLC Upper Middle	56.46	43.54
Vertu Motors PLC Lower Middle	40.54	59.46
Vertu Motors PLC Lower	42.95	57.05
Vertu Motors (Continental) Limited Upper	88.24	11.76
Vertu Motors (Continental) Limited Upper Middle	82.35	17.65
Vertu Motors (Continental) Limited Lower Middle	66.67	33.33
Vertu Motors (Continental) Limited Lower	83.50	16.50
<b>Vertu Motors (Overall) Upper</b>	<b>86.07</b>	<b>13.93</b>
<b>Vertu Motors (Overall) Upper Middle</b>	<b>82.85</b>	<b>17.15</b>
<b>Vertu Motors (Overall) Lower Middle</b>	<b>63.17</b>	<b>36.83</b>
<b>Vertu Motors (Overall) Lower</b>	<b>71.64</b>	<b>28.36</b>

## Bonus Pay Gender Pay Gap

Statutory Entity	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
Bristol Street Fourth Investments Limited	13.17	48.35
Bristol Street First Investments Limited	11.96	38.45
Vertu Motors plc	32.05	51.80
Vertu Motors (VMC) Limited	14.08	53.87
Grantham Motor Company Limited	10.84	-47.07
Albert Farnell Limited	10.13	36.90
Vertu Motors (Continental) Limited	12.46	17.82
<b>Vertu Motors (Overall)</b>	<b>14.00</b>	<b>46.15</b>

## Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus (%)	Proportion of Females in Receipt of Bonus (%)
Bristol Street Fourth Investments Limited	84.06	68.01
Bristol Street First Investments Limited	79.94	61.34
Vertu Motors plc	77.53	62.94
Vertu Motors (VMC) Limited	87.99	73.98
Grantham Motor Company Limited	80.27	56.07
Albert Farnell Limited	77.84	51.69
Vertu Motors (Continental) Limited	74.43	49.35
<b>Vertu Motors (Overall)</b>	<b>81.68</b>	<b>63.48</b>