



Vertu Motors plc

Vertu Motors PLC Gender Pay Report 2021

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. Following analysis of the underlying data and trends, the Company is confident that it does not have an equal pay issue given the consistency of the pay structures that apply across the business by job category irrespective of gender where the basic salaries and ability to earn bonus is the same.

The Motor Retail sector has historically been male dominated, especially in relation to sales and management positions, and also structurally has a high proportion of men working in technical/mechanical vehicle technician roles. 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 a higher proportion of technician and management roles being occupied by women. Additionally, steps have been taken to adjust upwards pay structures in roles more heavily populated with women which supports the improvement in the Company's Gender Pay Gap statistics. Internally developed talent programmes are also successfully progressing more women into management roles. This is reflected in the reduction in the Mean Hourly Rate Gender Pay Gap from 24.6 in 2018 to 20.90 in 2021 and the reduction in the Mean bonus Gender Pay Gap from 49.78% in 2018 to 13.6% in 2021. 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	Gender Pay Gap (%) Median
Bristol Street Fourth Investments Limited	20.82	19.80
Bristol Street First Investments Limited	21.34	11.99
Vertu Motors plc	46.15	34.22
Vertu Motors (VMC) Limited	20.61	13.36
Grantham Motor Company Limited	13.78	13.41
Albert Farnell Limited	11.79	25.18



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Hourly Rate (continued)

Stat Entity	Gender Pay Gap (%) Mean	Gender Pay Gap (%) Median
Vertu Motors (Continental) Limited	17.38	14.68
South Hereford Garages Limited	2.60	12.83
South Hereford Garages Trade Parts LLP*	11.41	10.75
Vertu Motors (Chingford) Limited*	30.26	10.22
Vans Direct Limited*	48.75	51.28
Hughes of Beaconsfield Limited*	25.00	21.89
All Car Parts Limited*	17.06	-2.52
Nottingham TPS LLP*	10.00	2.01
Vertu Motors Third Limited*	9.36	27.67
Vertu Accident Repair Limited*	25.50	9.08
Vertu Motors (Overall)	20.90	18.21

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



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Pay Quartiles

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Albert Farnell Ltd Upper	86.05	13.95
Albert Farnell Ltd Upper Middle	96.51	3.49
Albert Farnell Ltd Lower Middle	66.28	33.72
Albert Farnell Ltd Lower	71.91	28.09
Bristol Street First Investments Upper	91.11	8.89
Bristol Street First Investments Upper Middle	82.66	17.34
Bristol Street First Investments Lower Middle	66.05	33.95
Bristol Street First Investments Lower	82.59	17.41
Bristol Street Fourth Investments Upper	90.52	9.48
Bristol Street Fourth Investments Upper Middle	89.10	10.90
Bristol Street Fourth Investments Lower Middle	66.67	33.33
Bristol Street Fourth Investments Lower	72.58	27.42
Grantham Motor Company Upper	86.55	13.45
Grantham Motor Company Upper Middle	87.39	12.61
Grantham Motor Company Lower Middle	66.39	33.61
Grantham Motor Company Lower	80.33	19.67



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Pay Quartiles (continued)

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Vertu Motors VMC Upper	93.07	6.93
Vertu Motors VMC Upper Middle	80.39	19.61
Vertu Motors VMC Lower Middle	67.65	32.35
Vertu Motors VMC Lower	77.45	22.55
Vertu Motors PLC Upper	80.72	19.28
Vertu Motors PLC Upper Middle	52.41	47.59
Vertu Motors PLC Lower Middle	48.80	51.20
Vertu Motors PLC Lower	40.36	59.64
Vertu Motors (Continental) Limited Upper	88.37	11.63
Vertu Motors (Continental) Limited Upper Middle	83.72	16.28
Vertu Motors (Continental) Limited Lower Middle	68.60	31.40
Vertu Motors (Continental) Limited Lower	74.86	25.14
Vertu Motors (Overall) Upper	88.66	11.34
Vertu Motors (Overall) Upper Middle	82.01	17.99
Vertu Motors (Overall) Lower Middle	64.90	35.10
Vertu Motors (Overall) Lower	72.23	27.77

Bonus Gender Pay Gap



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Statutory Entity	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
Bristol Street Fourth Investments Limited	11.92	56.98
Bristol Street First Investments Limited	10.81	49.90
Vertu Motors plc	31.54	49.94
Vertu Motors (VMC) Limited	13.13	63.34
Grantham Motors Company Limited	8.91	5.40
Albert Farnell Limited	9.58	37.28
Vertu Motors (Continental) Limited	12.71	31.91
Vertu Motors (Overall)	13.61	50.47



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Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus (%)	Proportion of Females in Receipt of Bonus (%)
Bristol Street Fourth Investments Limited	83.16	68.95
Bristol Street First Investments Limited	77.76	60.48
Vertu Motors plc	76.96	57.48
Vertu Motors (VMC) Limited	85.45	65.48
Grantham Motor Company Limited	85.75	62.89
Albert Farnell Limited	82.31	61.43
Vertu Motors (Continental) Limited	75.23	53.69
Vertu Motors (Overall)	80.64	62.39

I confirm that these published figures are an accurate account of our gender pay gap as of April 2021.

Matthew Barr
HR Director