



Vertu Motors plc

Vertu Motors PLC Gender Pay Report 2023

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. The Company's approach to remuneration sets pay scheme structures, including basic salary and bonus levels, based on job title creating gender parity between individuals undertaking the same type role.

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 and the Company's Gender Pay disparity. 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. Internally developed talent programmes are also successfully progressing more women into management roles. Accordingly, progress is being made to close this gap over time.

Hourly Rate

Stat Entity	Gender Pay Gap (%)	Gender Pay Gap (%)
	Mean	Median
Bristol Street Fourth Investments Limited	19.51	17.92
Bristol Street First Investments Limited	22.85	14.58
Vertu Motors plc	64.51	32.83
Vertu Motors (VMC) Limited	12.21	16.20
Grantham Motor Company Limited	8.08	11.86
Albert Farnell Limited	19.59	16.86
Vertu Accident Repair Limited	28.11	21.64
Vertu Motors (Continental) Limited	19.09	8.96
South Hereford Garages Trade Parts LLP*	6.24	1.99

Stat Entity	Gender Pay Gap (%)	Gender Pay Gap (%)
	Mean	Median
Vertu Motors (Chingford) Limited*	36.12	30.46
Vans Direct Limited*	54.61	45.05
All Car Parts Limited*	12.25	-15.89
Vertu Motors Third Limited*	4.83	33.00
Vertu Motors (Overall)	23.36	17.20

**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	88.24	11.76
Albert Farnell Ltd Upper Middle	82.18	17.82
Albert Farnell Ltd Lower Middle	62.38	37.62
Albert Farnell Ltd Lower	69.61	30.39
Bristol Street First Investments Upper	88.30	11.70
Bristol Street First Investments Upper Middle	86.79	13.21
Bristol Street First Investments Lower Middle	60.38	39.62
Bristol Street First Investments Lower	80.90	19.10

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Bristol Street Fourth Investments Upper	86.74	13.26
Bristol Street Fourth Investments Upper Middle	84.35	15.65
Bristol Street Fourth Investments Lower Middle	66.74	33.26
Bristol Street Fourth Investments Lower	66.67	33.33
Grantham Motor Company Upper	80.58	19.42
Grantham Motor Company Upper Middle	83.01	16.99
Grantham Motor Company Lower Middle	65.05	34.95
Grantham Motor Company Lower	71.57	28.43
Vertu Motors VMC Upper	88.35	11.65
Vertu Motors VMC Upper Middle	85.29	14.71
Vertu Motors VMC Lower Middle	65.05	34.95
Vertu Motors VMC Lower	71.57	28.43
Vertu Motors PLC Upper	78.06	21.94

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Vertu Motors PLC Upper Middle	53.55	46.45
Vertu Motors PLC Lower Middle	42.58	57.42
Vertu Motors PLC Lower	32.91	67.09
Vertu Motors (Continental) Limited Upper	87.37	12.63
Vertu Motors (Continental) Limited Upper Middle	82.11	17.89
Vertu Motors (Continental) Limited Lower Middle	63.68	36.32
Vertu Motors (Continental) Limited Lower	75.26	24.74
Vertu Motors (Overall) Upper	86.04	13.96
Vertu Motors (Overall) Upper Middle	81.36	18.64
Vertu Motors (Overall) Lower Middle	62.89	37.11
Vertu Motors (Overall) Lower	69.05	30.95

Bonus Gender Pay Gap

Statutory Entity	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
Bristol Street Fourth Investments Limited	14.66	54.50
Bristol Street First Investments Limited	11.99	66.83
Vertu Motors plc	38.60	46.16
Vertu Motors (VMC) Limited	13.10	51.89
Grantham Motors Company Limited	7.29	16.51
Albert Farnell Limited	12.93	74.30
Vertu Motors (Continental) Limited	10.14	48.14
Vertu Accident Repair Limited	5.83	71.58
Vertu Motors (Overall)	14.77	50.46

Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus (%)	Proportion of Females in Receipt of Bonus (%)
Bristol Street Fourth Investments Limited	80.17	65.52
Bristol Street First Investments Limited	75.12	66.67
Vertu Motors plc	67.48	51.32
Vertu Motors (VMC) Limited	79.62	53.41
Grantham Motor Company Limited	78.25	70.53
Albert Farnell Limited	73.49	53.61
Vertu Motors (Continental) Limited	77.08	61.90
Vertu Accident Repair Limited	84.62	72.22
Vertu Motors (Overall)	77.57	62.18

During FY23 the Company acquired the Helston Motor Group. The data for this business is outlined below:

- Mean gender pay gap* – 21.3% - this shows the difference between the mean (average) hourly rate of pay that male and female employees receive.
- Median gender Pay gap* – 23.5% - this shows the difference between the median (midpoint) hourly rate of pay that male and female employees receive.
- Mean bonus gender pay gap – 60.3% - this shows the difference between the mean (average) bonus pay that male and female employees receive.
- Median bonus gender pay gap – 32.8% - this shows the difference between the median (midpoint) bonus pay that male and female employees receive.
- Proportion of males receiving a bonus payment – 81.9%
- Proportion of females receiving a bonus payment – 77.6%

Proportion of males and female in each quartile pay band - shows the proportions of male and female employees in four quartile pay bands, which is done by dividing the workforce into four equal parts

Pay band quartile	Male	Female
Lower quartile	75%	25%
Lower middle quartile	71%	29%
Upper middle quartile	86%	14%
Upper quartile	93%	7%

I confirm that these published figures are an accurate account of our gender pay gap as at April 2022.

Matthew Barr
HR Director