



Vertu Motors plc

Vertu Motors PLC Gender Pay Report 2017

Vertu Motors pays both men and women the same pay for the same job. Our pay structures provide all colleagues who are doing the same job with an equal opportunity to earn in line with their performance. The Company does not have an equal pay issue. The Gender Pay Gap numbers we have published comply entirely with the Government's requirements but cannot tell the whole story on why a Gender Pay Gap exists in the sector. The sector has historically been male dominated, especially in sales and management positions, and this drives the Gender Pay Gap. Over recent years we have made good strides towards a more gender balanced workforce. Over time this 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	26.86	32.83
Bristol Street First Investments Limited	25.47	25.47
Vertu Motors plc	48.10	43.46
Vertu Motors (VMC) Limited	28.62	26.51
Grantham Motor Company Limited	20.01	23.64
Albert Farnell Limited	10.29	18.94
Vertu Motors (Overall)	24.63	26.32

Pay Quartiles

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Albert Farnell Ltd Upper	80.68	19.32
Albert Farnell Ltd Upper Middle	91.01	8.99
Albert Farnell Ltd Lower Middle	59.77	40.23
Albert Farnell Ltd Lower	71.26	28.74
Bristol Street First Investments Upper	90.85	9.15
Bristol Street First Investments Upper Middle	88.60	11.40
Bristol Street First Investments Lower Middle	58.50	41.50
Bristol Street First Investments Lower	81.19	18.81
Bristol Street Fourth Investments Upper	89.73	10.27
Bristol Street Fourth Investments Upper Middle	87.58	12.42
Bristol Street Fourth Investments Lower Middle	70.09	29.91
Bristol Street Fourth Investments Lower	60.18	39.82
Grantham Motor Company Upper	87.60	12.40
Grantham Motor Company Upper Middle	84.30	15.70
Grantham Motor Company Lower Middle	65.29	34.71
Grantham Motor Company Lower	69.75	30.25

Pay Quartile	Proportion of Men (%)	Proportion of Women (%)
Vertu Motors VMC Upper	92.86	7.14
Vertu Motors VMC Upper Middle	85.00	15.00
Vertu Motors VMC Lower Middle	62.86	37.14
Vertu Motors VMC Lower	67.63	32.37
Vertu Motors PLC Upper	78.45	21.55
Vertu Motors PLC Upper Middle	46.55	53.45
Vertu Motors PLC Lower Middle	40.87	59.13
Vertu Motors PLC Lower	33.04	66.96
Vertu Motors (Overall) Upper	88.11	11.89
Vertu Motors (Overall) Upper Middle	83.94	16.06
Vertu Motors (Overall) Lower Middle	61.64	38.36
Vertu Motors (Overall) Lower	66.61	33.39

Bonus 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	51.03	61.52
Vertu Motors plc	72.00	49.10
Vertu Motors (VMC) Limited	58.86	65.40
Grantham Motors Company Limited	10.84	-47.07
Albert Farnell Limited	-3.58	9.31
Vertu Motors (Overall)	51.63	60.56

Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus (%)	Proportion of Females in Receipt of Bonus (%)
Bristol Street Fourth Investments Limited	85.65	68.04
Bristol Street First Investments Limited	82.33	66.06
Vertu Motors plc	91.67	77.55
Vertu Motors (VMC) Limited	88.38	72.14
Grantham Motor Company Limited	85.47	60.98
Albert Farnell Limited	85.23	49.00
Vertu Motors (Overall)	84.71	66.87