

Vertu Motors PLC Gender Pay Report 2024

The Company's remuneration strategy is designed specifically to provide all colleagues 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 irrespective of gender.

Each year the Company reviews its remuneration strategy, and the underlying pay data, to ensure that this remains the case. Accordingly, the Company is confident that it is able to deliver an equal pay working environment to colleagues.

The automotive sector demographics are such that there is a heavier weighting of male colleagues occupying retail sales and line management positions. Additionally, a high proportion of the sectors and the Company's technical and mechanical vehicle technician roles are also occupied by males. This higher distribution of males into what are, on average, higher paid roles drive the sectors and the Company's Gender Pay disparity.

Over recent years the Company has made progress in relation to achieving a more gender balanced workforce with a higher proportion of sales, 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

Statutory Entity	Gender Pay Gap (%)	Gender Pay Gap (%)
	Mean	Median
Bristol Street Fourth Investments Limited	17.75	16.56
Bristol Street First Investments Limited	27.34	17.41
Vertu Motors plc	41.06	28.57
Grantham Motor Company Limited	14.16	15.81
Vertu Motors (Continental) Limited	20.23	19.55
Vertu Motors (VMC) Limited	27.61	20.37
Albert Farnell Limited	19.52	21.47
Vertu Accident Repair Limited	32.17	29.37
Vertu Motors (TMC) Limited	9.82	11.32
South Hereford Garages Trade Parts LLP*	0.53	-2.00
Vertu Motors (Chingford) Limited*	24.24	17.32
Vans Direct Limited*	39.27	33.26
All Car Parts Limited*	17.26	0.00
Helston Garages Limited*	30.96	17.93
Vertu Motors (Overall)	21.89	20.04

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

Grand Total

Pay Quartiles

Statutory Entity	Proportion of Men	Proportion of Women
Albert Farnell Ltd Upper	88.41%	11.59%
Albert Farnell Ltd Upper Middle	80.49%	19.51%
Albert Farnell Ltd Lower Middle	63.41%	36.59%
Albert Farnell Ltd Lower	64.46%	35.54%
Bristol Street First Investments Upper	89.66%	10.34%
Bristol Street First Investments Upper Middle	90.97%	9.03%
Bristol Street First Investments Lower Middle	64.48%	35.52%
Bristol Street First Investments Lower	76.14%	23.86%
Bristol Street Fourth Investments Upper	85.83%	14.17%
Bristol Street Fourth Investments Upper Middle	86.02%	13.98%
Bristol Street Fourth Investments Lower Middle	69.13%	30.87%
Bristol Street Fourth Investments Lower	70.49%	29.51%
Grantham Motor Company Upper	83.05%	16.95%
Grantham Motor Company Upper Middle	80.23%	19.77%
Grantham Motor Company Lower Middle	59.55%	40.45%
Grantham Motor Company Lower	71.75%	28.25%
Vertu Motors VMC Upper	90.10%	9.90%
Vertu Motors VMC Upper Middle	87.13%	12.87%
Vertu Motors VMC Lower Middle	58.82%	41.18%
Vertu Motors VMC Lower	65.05%	34.95%
Vertu Motors PLC Upper	77.05%	22.95%
Vertu Motors PLC Upper Middle	52.75%	47.25%
Vertu Motors PLC Lower Middle	40.76%	59.24%
Vertu Motors PLC Lower	29.12%	70.88%
Vertu Motors (Continental) Limited Upper	85.12%	14.88%
Vertu Motors (Continental) Limited Upper Middle	86.85%	13.15%
Vertu Motors (Continental) Limited Lower Middle	66.78%	33.22%
Vertu Motors (Continental) Limited Lower	68.86%	31.14%
Vertu Accident Repair Limited Upper	98.75%	1.25%
Vertu Accident Repair Limited Upper Middle	100.00%	0.00%
Vertu Accident Repair Limited Lower Middle	91.25%	8.75%
Vertu Accident Repair Limited Lower	71.08%	28.92%
Vertu Motors (TMC) Limited Upper	87.10%	12.90%

Vertu Motors (TMC) Limited Upper Middle	85.71%	14.29%
Vertu Motors (TMC) Limited Lower Middle	68.33%	31.67%
Vertu Motors (TMC) Limited Lower	81.82%	18.18%
Vertu Motors (Overall) Upper	86.18%	13.82%
Vertu Motors (Overall) Upper Middle	82.98%	17.02%
Vertu Motors (Overall) Lower Middle	64.19%	35.81%
Vertu Motors (Overall) Lower	66.88%	33.12%

Bonus Gender Pay Gap

Statutory Entity	Mean Gender Pay Gap	Median Gender Pay Gap
Albert Farnell Limited	10.22	21.80
Bristol Street First Investments Limited	12.22	35.36
Bristol Street Fourth Investments Limited	10.52	26.23
Grantham Motor Company Limited	9.95	32.45
Vertu Accident Repair Limited	7.37	68.39
Vertu Motors (Continental) Limited	11.42	60.54
Vertu Motors (VMC) Limited	18.05	58.90
Vertu Motors plc	40.25	50.06
Vertu Motors (TMC) Limited	11.24	69.78
Grand Total	14.56	41.26

Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus	Proportion of Females in Receipt of Bonus
Albert Farnell Limited	64.27%	45.61%
Bristol Street First Investments Limited	67.07%	56.76%
Bristol Street Fourth Investments Limited	76.03%	64.19%
Grantham Motor Company Limited	66.21%	63.59%
Vertu Accident Repair Limited	84.64%	64.52%
Vertu Motors (Continental) Limited	73.09%	54.18%
Vertu Motors (VMC) Limited	67.35%	54.95%
Vertu Motors plc	51.23%	47.25%
Vertu Motors (TMC) Limited	62.87%	46.81%
Grand Total	70.21%	56.19%

Statutory Entity

I confirm that these published figures are an accurate account of our gender pay gap as at April 2024.

Matthew Barr
HR Director