



Vines Group Gender Pay Gap Report 2020



Winning Together



INTRODUCTION

Vines is required by law to annually publish our gender pay gap under the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

It should not be confused with Equal Pay which relates to males and females being paid equally for the same or similar work. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex. We support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and inline with The Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

Vines believes in equal opportunities and equal treatment for all colleagues regardless of Gender, Race, Religion, Belief, Age, Marriage or civil partnership, Pregnancy, Sexual orientation, Gender reassignment or Disability.

OUR FINDINGS 2019 / 2020

We have continued to make good progress in closing the gap in the average hourly pay rates of male and female colleagues across the business.

- Our mean hourly pay gap improved by 3.2% on the previous year.
- Our median hourly pay gap improved by 6.1%.
- The proportion of women receiving bonuses increased by 11.48%.
- Thirty percent of our senior management team is now made of up females. Our challenge is to replicant and improve this throughout all levels of the business.
- The percentage of women in the two upper quartiles has increased by 1.2%.
- We recruited our first two female apprentices in roles which are typically male dominant.





OUR FINDINGS 2019 / 2020

Gender Split



23% 77%

GENDER HOURLY PAY GAP

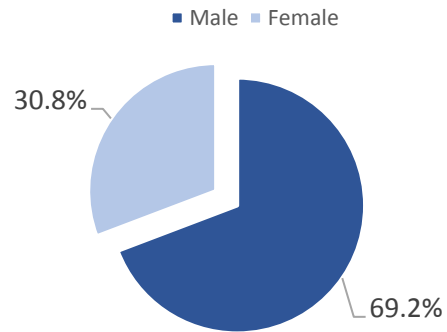
| | 2020 | 2019 | 2018 | 2017 |
|-----------------|-------|-------|-------|-------|
| Mean (average) | 24.1% | 27.3% | 39% | 30.3% |
| Median (middle) | 9.26% | 15.4% | 11.5% | 22.6% |

GENDER BONUS GAP

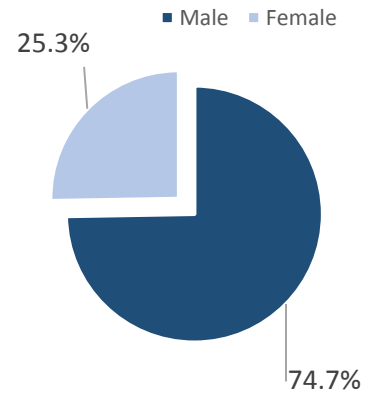
| | 2020 | 2019 | 2018 | 2017 |
|-----------------|-------|-------|-------|-------|
| Mean (average) | 48.9% | 44.5% | 48.5% | 57.6% |
| Median (middle) | 47.3% | 47.2% | 39.4% | 72.3% |

Pay Band Quartiles

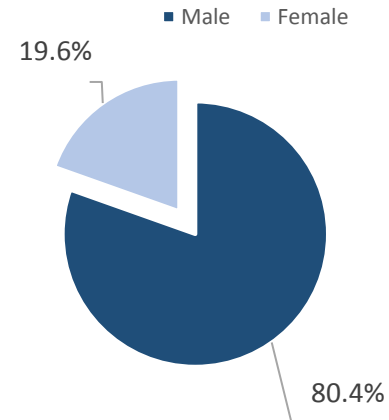
Lower quartile



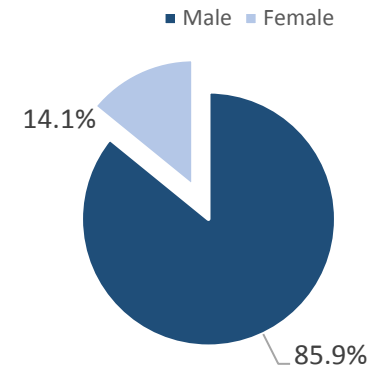
Lower middle



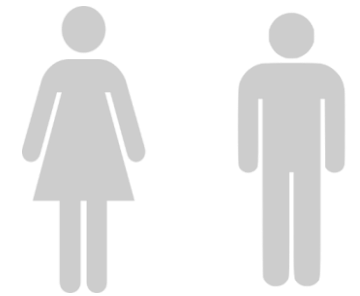
Upper middle



Upper quartile



Proportion of employees receiving a bonus



64%

78%



CLOSING THE GAP

In line with the industry, our business remains predominantly male biased with 77% of the workforce being male which has an impact on our Gender Pay Gap. Additionally, Sales Executives and Technicians account for 30% of our workforce, these roles are typically held by men and hold higher performance related bonuses and / or salaries.

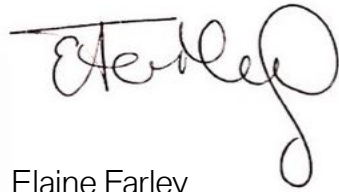
We do however acknowledge there is still more to be done to reduce our Gender Pay Gap, some of our commitments to closing the gap are;

- Involvement from our staff on reducing the Gender Pay Gap through staff forums and the implementation of an employee engagement survey
- A review of our benefits, particularly around flexible working benefits
- We continue to have an increased focus on attracting women into the industry, particularly via our Apprenticeship scheme by reaching out to local schools and colleges to attract young people into the automotive industry
- Proactive awareness and involvement in women in the work place programmes

Our determination and commitment to building a diverse and inclusive workforce through attracting, retaining and developing a first-class workforce is paramount. We are working hard to foster an environment in which all employees have the opportunity to succeed, regardless of gender, race, religion, belief, age, disability, marriage or civil partnership, pregnancy, sexual orientation or gender reassignment.



Sean Kelly
Managing Director



Elaine Farley
Group HR Manager



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