

Vertu Motors PLC Gender Pay Report 2023

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 (%)	
	Mean	Median
Bristol Street Fourth Investments Limited	14.87	13.98
Bristol Street First Investments Limited	21.37	16.87
Grantham Motor Company Limited	15.18	14.01
Vertu Motors (Continental) Limited	20.87	20.03
Vertu Motors plc	39.73	29.85
Vertu Motors (VMC) Limited	19.67	14.35
Albert Farnell Limited	17.72	18.37
Vertu Accident Repair Limited	31.20	24.10
South Hereford Garages Trade Parts LLP*	7.83	2.09
Vertu Motors (Chingford) Limited*	29.02	18.23
Vans Direct Limited *	41.34	44.30
All Car Parts Limited*	40.46	2.55
Vertu Motors Third Limited*	16.01	23.28
Helston Garages Limited*	60.36	57.02
Vertu Motors (Overall)	19.18	17.20

*Under 250 employees. Not reportable under Government Gender Pay Gap regulations but included into the Vertu Motors (Overall) total.

Pay Quartiles

Statutory Entity	Proportion of Men	Proportion of Women
Albert Farnell Limited Upper	90.00%	10.00%
Albert Farnell Limited Upper Middle	82.39%	17.61%
Albert Farnell Limited Lower Middle	66.25%	33.75%
Albert Farnell Limited Lower	67.90%	32.10%
Bristol Street First Investments Limited Upper	89.39%	10.61%

Bristol Street First Investments Limited Upper Middle	88.64%	11.36%
Bristol Street First Investments Limited Lower Middle	57.58%	42.42%
Bristol Street First Investments Limited Lower	79.17%	20.83%
Bristol Street Fourth Investments Limited Upper	88.38%	11.62%
Bristol Street Fourth Investments Limited Upper Middle	82.97%	17.03%
Bristol Street Fourth Investments Limited Lower Middle	68.34%	31.66%
Bristol Street Fourth Investments Limited Lower	68.74%	31.26%
Grantham Motor Company Limited Upper	83.41%	16.59%
Grantham Motor Company Limited Upper Middle	86.18%	13.82%
Grantham Motor Company Limited Lower Middle	58.53%	41.47%
Grantham Motor Company Limited Lower	76.96%	23.04%
Vertu Motors (VMC) Limited Upper	88.57%	11.43%
Vertu Motors (VMC) Limited Upper Middle	82.86%	17.14%
Vertu Motors (VMC) Limited Lower Middle	57.69%	42.31%
Vertu Motors (VMC) Limited Lower	69.44%	30.56%
Vertu Motors PLC Upper	76.44%	23.56%
Vertu Motors PLC Upper Middle	52.87%	47.13%
Vertu Motors PLC Lower Middle	36.21%	63.79%
Vertu Motors PLC Lower	39.77%	60.23%
Vertu Motors (Continental) Limited Upper	86.82%	13.18%
Vertu Motors (Continental) Limited Upper Middle	90.13%	9.87%
Vertu Motors (Continental) Limited Lower Middle	62.17%	37.83%
Vertu Motors (Continental) Limited Lower	74.18%	25.82%
Vertu Accident Repair Limited Upper	100.00%	0.00%
Vertu Accident Repair Limited Upper Middle	98.88%	1.12%
Vertu Accident Repair Limited Lower Middle	82.72%	17.28%
Vertu Accident Repair Limited Lower	79.45%	20.55%
Vertu Motors (Overall)	87.20%	12.80%
Vertu Motors (Overall) Upper Middle	82.72%	17.28%
Vertu Motors (Overall) Lower Middle	61.23%	38.77%
Vertu Motors (Overall) Lower	69.52%	30.48%

Bonus Gender Pay Gap

Statutory Entity	Mean Gender Pay Gap	Median Gender Pay Gap

Bristol Street Fourth Investments Limited	12.35	49.28
Bristol Street First Investments Limited	13.39	69.75
Vertu Motors plc	38.31	51.80
Vertu Motors (VMC) Limited	13.83	43.60
Grantham Motor Company Limited	8.76	56.96
Albert Farnell Limited	10.62	52.58
Vertu Motors (Continental) Limited	11.82	58.41
Vertu Accident Repair Limited	6.72	32.82
Vertu Motors (Overall)	14.01	56.20

Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus	Proportion of Females in Receipt of Bonus
Bristol Street Fourth Investments Limited	72.31%	57.14%
Bristol Street First Investments Limited	69.07%	54.88%
Vertu Motors plc	65.37%	52.30%
Vertu Motors (VMC) Limited	76.11%	52.38%
Grantham Motor Company Limited	66.67%	60.10%
Albert Farnell Limited	68.26%	51.37%
Vertu Motors (Continental) Limited	64.64%	48.41%
Vertu Accident Repair Limited	78.95%	50.00%
Vertu Motors (All)	69.64%	54.27%

I confirm that these published figures are an accurate account of our gender pay gap as April 2023.

Matthew Barr
HR Director