Introduction and Commitment

At Vantage Motor Group, we are passionate about our people and understand that having a diverse and gender-balanced workforce that appropriately reflects our customers is important to our continued success.

We recognise that the automotive sector has historically been male-oriented. With this in mind we are committed to continuing to ensure that all our employees are rewarded fairly for their roles within our business regardless of gender.

The Difference between Equal Pay and Gender Pay

- Equal pay is the right for males and females to be paid the same, when doing the same or equivalent work.
- Gender Pay Gap is the average percentage difference between all male’s and all female’s hourly pay, regardless of their role or level.

Gender Pay Gap %

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>Gender Pay Gap</td>
<td>21.2%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Gender Bonus Gap</td>
<td>61.0%</td>
<td>63.6%</td>
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Proportion of employees receiving a bonus

|       | Male (91.6%) | Female (78.7%) |

Pay Band Quantiles

Proportion of males and females in each pay quartile.

Our Workforce

We have more males employed in senior level roles and the gender pay gap reflects the fact that employees in more senior-level roles (upper and upper-middle quartile) generally receive a higher average pay.

Whilst a high percentage of our employees receive a bonus, the roles that are primarily commission-based roles are mostly populated by males e.g. vehicle technicians and sales executives. This is common in the automotive sector, and these roles account for nearly half of our current workforce.

What are we doing to make a difference?

- We want Vantage Motor Group Ltd to be an employer of choice that people choose to work for and that people are happy to have chosen.
- We are committed to continuing to improve our gender mix through the continued attraction, recruitment, development, and progression of females across all areas of our business, which will help towards closing the Gender Pay Gap.
- Currently, the automotive sector has been less attractive to females and we are continuing to focus on engaging with external organisations and key forums, locally and nationally, such as the UK Automotive 30% Club and Speakers & Schools (S&S), to encourage more females into the automotive profession. It also provides us with the opportunity to promote the varied and dynamic job roles and career opportunities available across the automotive sector.

Footnote

The information in this report comes from a data snapshot taken on the 5th April 2018. This information is certified as a fair and accurate representation of Vantage Motor Group Ltd.

Mark Robinson, Managing Director.