

## Introduction and Commitment

At Vantage Motor Group, we are passionate about our people and understand that having a diverse and gender balanced work force 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 %

	Mean (average)	Median (mid-point)
Gender Pay Gap	20.7%	17.1%
Gender Bonus Gap	53.1%	42%

Proportion of employees receiving a bonus	Male	Female
	89%	78.3%

### Our Work Force %



### Pay Band Quartiles

Proportion of males and Females in each pay quartile.

#### Upper Quartile



Male (85.80%) Female (14.20%)

#### Upper Mid Quartile



Male (85%) Female (15%)

#### Lower Mid Quartile



Male (65.30%) Female (34.70%)

#### Lower Quartile



Male (66.70%) Female (33.30%)

### Gender Pay Gap Summary

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 work force.

## 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, retention, development and progression of females across all areas of our business, which will help towards closing the Gender Pay Gap.
- Traditionally, 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 4 Schools (S4S) 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.
- We are encouraged by the increase we have seen in the number of female applicants and subsequent appointments we have made for our trainee customer consultant and apprenticeship roles, our aim is to continue to bridge the gender gap in these areas.

### Footnote

The information in this report comes from a data snapshot taken on the 5th April 2017. This information is certified as a fair and accurate representation of Vantage Motor Group Ltd.

Mark Robinson, Managing Director.