



Vines Group Gender Pay Gap Report 2021



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 2020 / 2021

Despite a challenging trading year due to the effects of the pandemic we have continued to make progress in closing the gap in the average hourly pay rates of male and female colleagues across the business.

- The Gender Split of males to females in the business has improved on last year by 1%
- Our mean hourly pay gap improved by 5.2% on the previous year.
- Since we began reporting we have seen an 11% improvement in our mean hourly pay gap
- We continued to maintain thirty percent of our Senior Management team as female along with twenty percent of our Management team being female.



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OUR FINDINGS 2020 / 2021

Gender Split



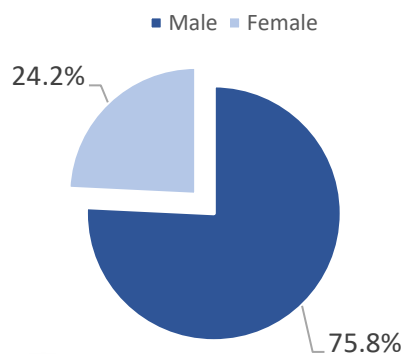
24% 76%

GENDER HOURLY PAY GAP					
	2021	2020	2019	2018	2017
Mean (average)	18.9%	24.1%	27.3%	39%	30.3%
Median (middle)	11.7%	9.26%	15.4%	11.5%	22.6%

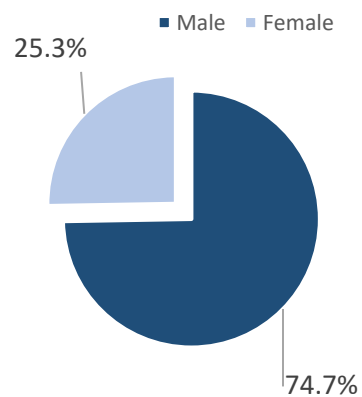
GENDER BONUS GAP					
	2021	2020	2019	2018	2017
Mean (average)	46.7%	48.9%	44.5%	48.5%	57.6%
Median (middle)	19.3%	47.3%	47.2%	39.4%	72.3%

Pay Band Quartiles

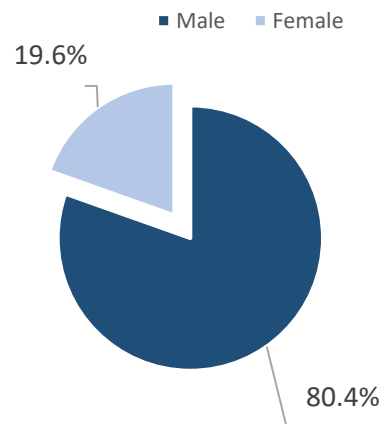
Lower quartile



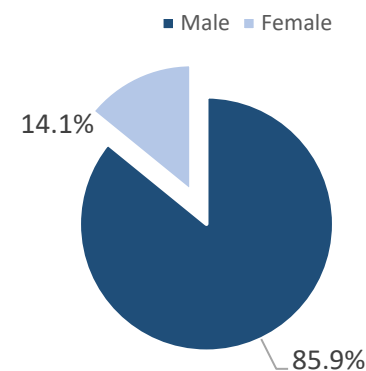
Lower middle



Upper middle



Upper quartile



Proportion of employees receiving a bonus



64%

80%





CLOSING THE GAP

In line with the industry, our business remains predominantly male biased with 76% 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;

- We have set ourselves the following goals to achieving by 2025;
 - At least 30% of our workforce being represented by women
 - 30% female management team
 - 30% female apprentices
- Following a review of our benefits which included staff feedback we significantly enhanced a number of our benefits, specifically around reduced operating hours, more flexible working policies, increased holiday entitlement and improved maternity and paternity pay.
- 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, in particular with International Women's Day and increasing awareness through social media.
- Increased focus on job adverts and our websites to ensure that the content is more inclusive.
- Diversity and Inclusion training for all staff

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
Sean Kelly
Managing Director



Elaine Farley
Elaine Farley
Group HR Manager



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