



# **GENDER PAY GAP REPORT 2017**

## **VINES LTD**

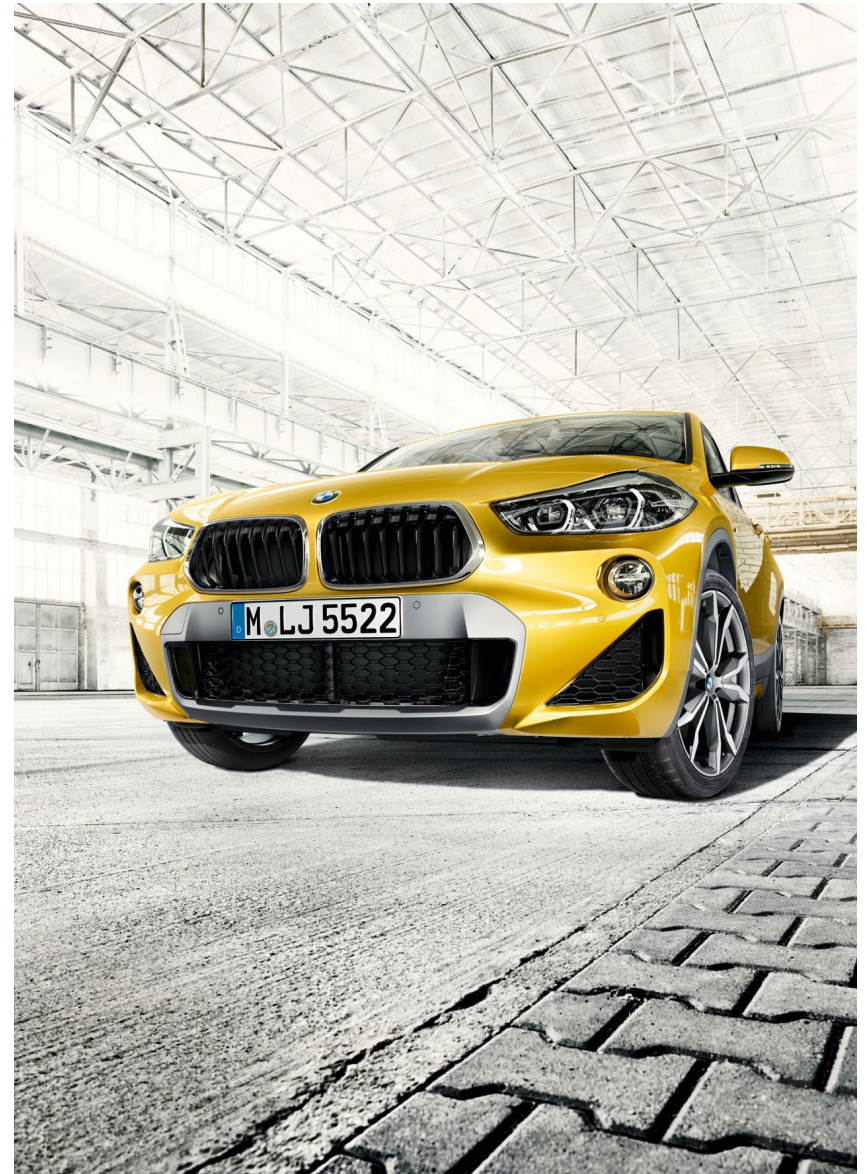


# INTRODUCTION

Vines Ltd is required by law to annually publish our annual 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 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 in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.





# OUR BUSINESS AND PEOPLE

The Automotive industry is a historically male dominated environment, at Vines Ltd we employ circa 350 people across three centres in the South East aged from 16 – 77. Of the circa 350 staff 72% of the workforce are male vs 28% who are women.

We are committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristics set out above) As such, it;

- Carries out pay and benefits audits at regular intervals;
- Evaluates job roles and pay grades as necessary to ensure a fair structure

We are therefore confident that our gender pay gap does not stem from paying men and women differently for doing the same or equivalent work.

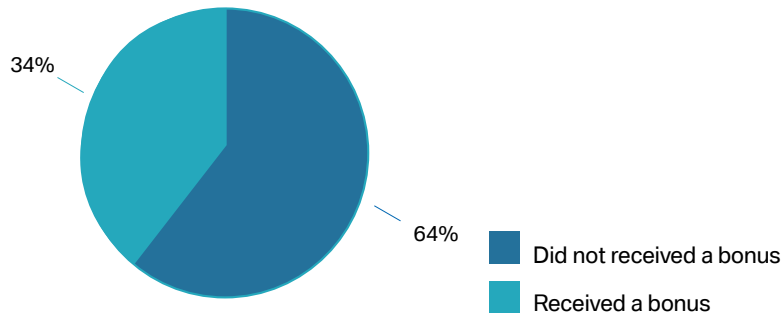


# OUR FINDINGS 2016/2017

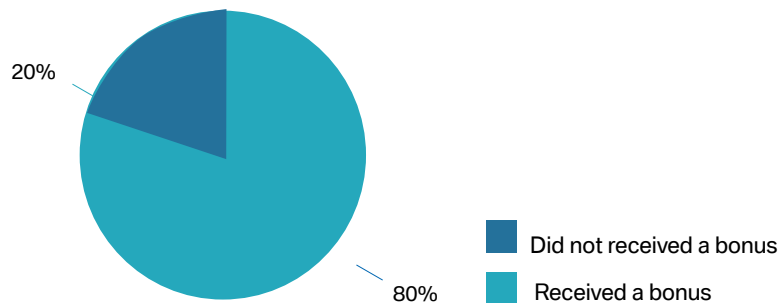
Difference between Men and Women	Mean (Average)	Median (Middle)
Gender Pay Gap	30.3%	22.6%
Gender Bonus Gap	57.6%	72.3%

## Proportion of employees receiving a bonus

### FEMALE

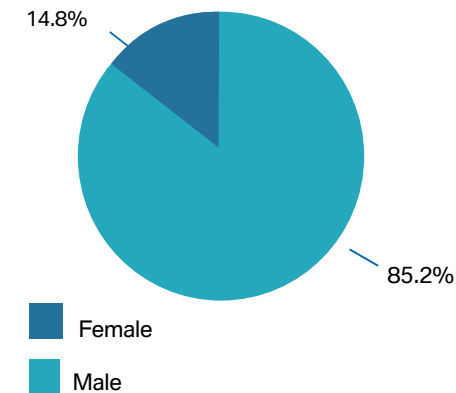


### MALE

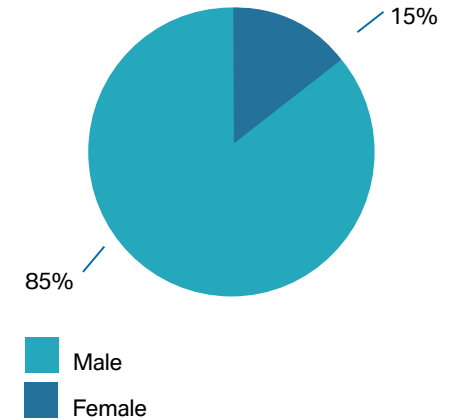


## Pay Band Quartiles

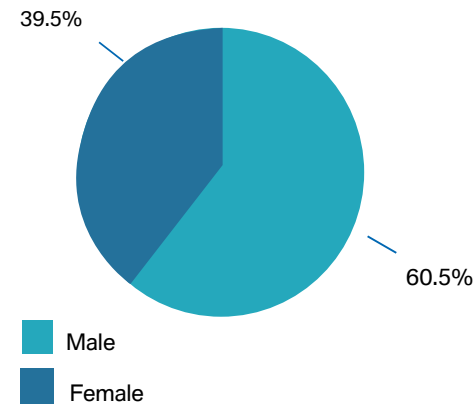
### UPPER QUARTILE



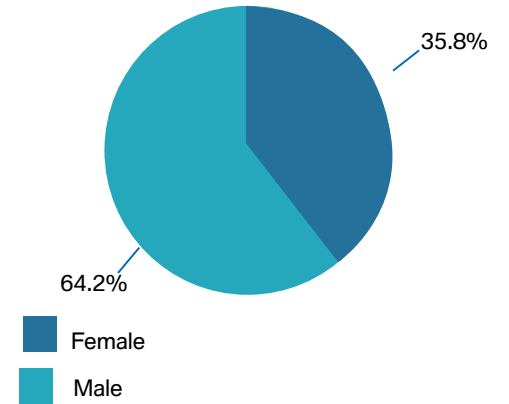
### UPPER MIDDLE QUARTILE



### LOWER MIDDLE QUARTILE



### LOWER QUARTILE



NOTE: The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# CLOSING THE GAP

Vines Ltd gender pay gap is the result of the roles in which men and women work within the organisation and the salaries and bonuses that these roles attract. Our business has more males within the management, sales and technician teams and as such our average male salaries and bonuses (mean and median) are higher than our average females' salaries and bonuses.

- Vines Ltd are committed to helping all employees achieve their potential throughout their career
- We have processes in place to strive for equality through our recruitment and retention practices
- We are confident that all of our processes for pay and reward are fair, but we recognise that there is room for improvement, particularly with the imbalance of males to females in management, sales and technician roles.



A handwritten signature in black ink, appearing to read 'Sean Kelly'.

Sean Kelly  
Vines Ltd Managing Director

A handwritten signature in black ink, appearing to read 'Elaine Farley'.

Elaine Farley  
Group HR Manager