



# Vines Group Gender Pay Gap Report 2023



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 2022 / 2023

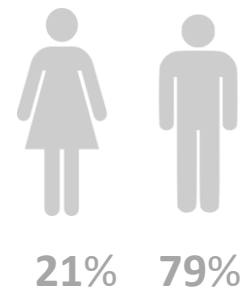
Traditionally, the automotive industry has been male-dominated, particularly in roles such as sales, technicians, and leadership positions. Our analysis indicates our gender pay gap is primarily influenced by the underrepresentation of female employees in higher-paying roles within business.

We are committed to addressing this disparity through various initiatives aimed at promoting diversity, inclusivity, and equal opportunities for all employees.



## OUR FINDINGS 2022 / 2023

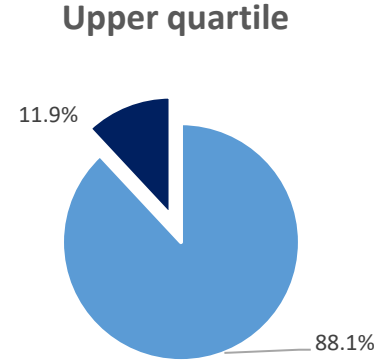
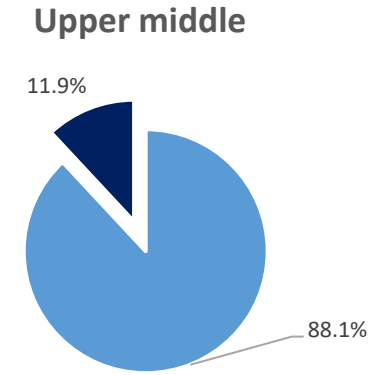
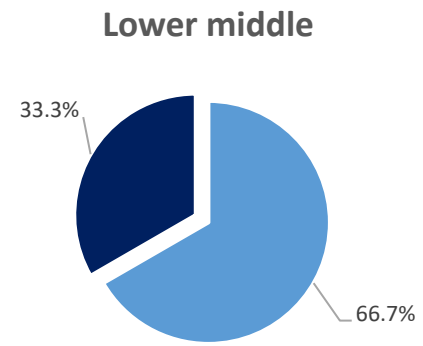
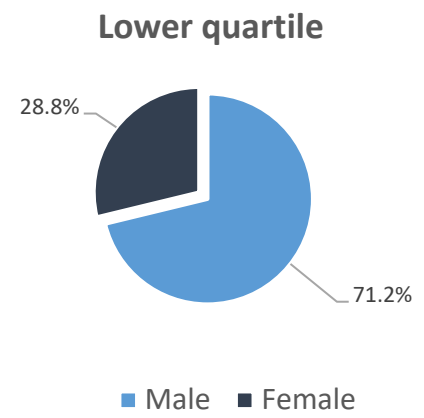
### Gender Split



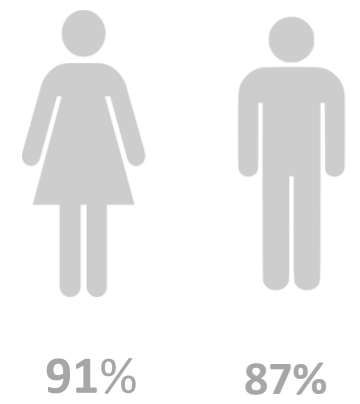
GENDER HOURLY PAY GAP					
	2023	2022	2021	2020	2019
Mean (average)	23.6%	5.3%	18.9%	24.1%	27.3%
Median (middle)	23.1%	11.1%	11.7%	9.26%	15.4%

GENDER BONUS GAP					
	2023	2022	2021	2020	2019
Mean (average)	44.9%	46.6%	46.7%	48.9%	44.5%
Median (middle)	86.8%	90.6%	19.3%	47.3%	47.2%

### Pay Band Quartiles



### Proportion of employees receiving a bonus





## CLOSING THE GAP

This Gender Pay Gap report aims to provide transparency regarding the remuneration of male and female employees within our business.

We acknowledge there is work to be done to reduce our Gender Pay Gap. Some of our focus areas over the last 12 months have been;

### Equal Pay Policies

- Clear and transparent pay policies that ensure equal pay for equal work, regardless of gender.
- Regularly review and audit pay structures to identify and rectify any discrepancies.

### Salary Transparency

- Foster a culture of pay transparency where employees understand how their pay is determined and feel comfortable discussing compensation.
- Disclosing salary ranges for positions during recruitment to promote transparency and equity.

### Family-Friendly Policies

- Improved family-friendly policies and benefits to support employees balancing work and family responsibilities.

### Industry Culture:

- Creating an environment in our recruitment, retention and advancement which is welcoming and supportive of female employees
- Addressing cultural barriers and fostering a more inclusive environment.
- Proactive awareness and involvement in women in the workplace programmes, in particular with International Women's Day and promoting successful women in our business through social media.

### Feedback Mechanisms:

- Establishment of feedback mechanisms, such as employee surveys and focus groups, to gather input from employees on gender equality issues and improvement opportunities.

### Attraction

- 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

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  
Managing Director



Elaine Farley  
Group HR Manager



Winning Together