



Vines Group Gender Pay Gap Report 2022



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 2021 / 2022

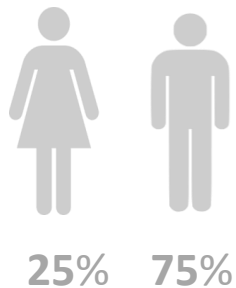
We have continued to make good progress in closing the gap in the average hourly pay rates of male and female colleagues across the business.

- The Gender Split of males to females in the business has improved on last year by 1% meaning 25% of our business is represented by females.
- Since the introduction of Gender Pay Gap reporting we have reduced our pay gap year on year, showing consistent improvement.
- Our 2022 Mean (average) Gender Pay Gap results were better than the UK average of 5.45%.
- We have continued to improve the number of female managers within the business 30% of our Management team being female.



OUR FINDINGS 2021 / 2022

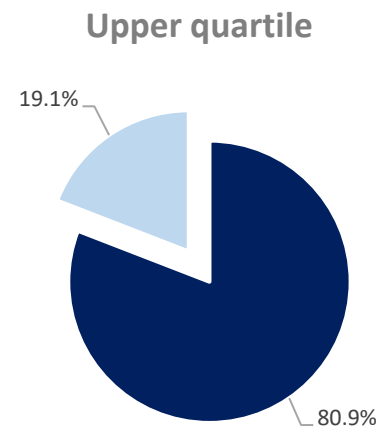
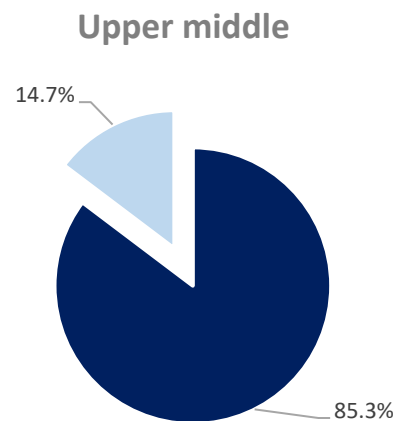
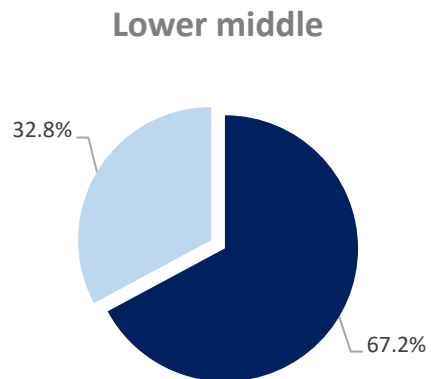
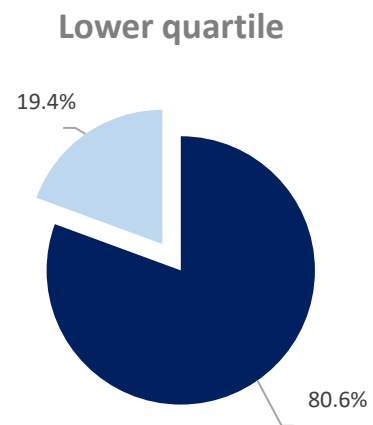
Gender Split



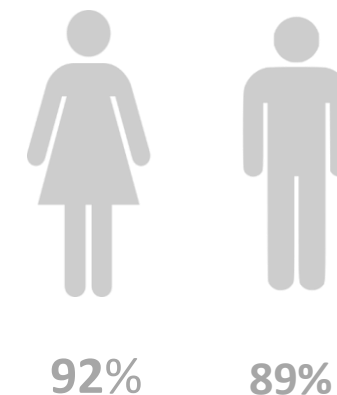
GENDER HOURLY PAY GAP					
	2022	2021	2020	2019	2018
Mean (average)	5.3%	18.9%	24.1%	27.3%	39%
Median (middle)	11.1%	11.7%	9.26%	15.4%	11.5%

GENDER BONUS GAP					
	2022	2021	2020	2019	2018
Mean (average)	46.6%	46.7%	48.9%	44.5%	48.5%
Median (middle)	90.6%	19.3%	47.3%	47.2%	39.4%

Pay Band Quartiles



Proportion of employees receiving a bonus





CLOSING THE GAP

In line with the industry, our business remains predominantly male biased with 75% 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. 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

Some of our focus areas over the last 12 months have been;

- Improved Recruitment and Selection;
 - Structured competency skills based interviews
 - Increased transparency with our recruitment advertising
 - Diverse interview panels
 - Interviewer Training for Managers
 - Increased focus on job adverts and our websites to ensure that the content is more inclusive
- Leadership Development Training programmes.
- Continue encouragement of workplace flexibility for males and females.

- 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.

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



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