

Vp plc

Gender Pay Gap Report

29 March 2018

Introduction

The government has introduced gender pay gap reporting for all companies that employ more than 250 employees in the UK. At Vp plc we employ over 3,000 people in the UK and therefore we are publishing our first gender pay gap report.

The gender pay gap illustrates the difference between the average (mean) and mid-point (median) hourly pay for men and women, across all our roles at Vp plc.

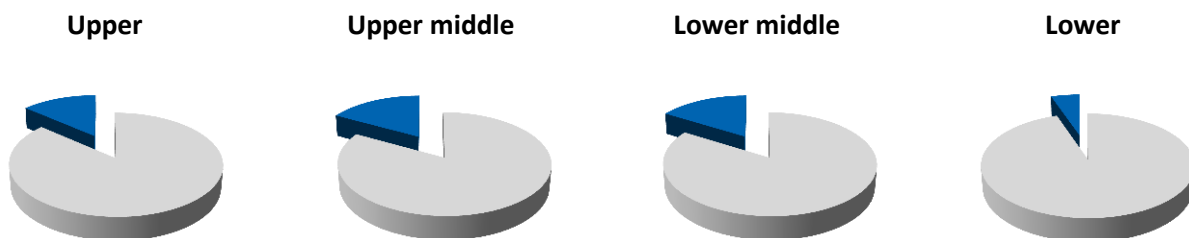
The relevant data is disclosed for the whole of Vp plc as a consolidated position. We have also, as required by the regulations included a table showing the data by individual legal entity within the Vp Group structure.

Vp plc consolidated data

Mean hourly pay gap	-5.0%
Median hourly pay gap	-6.3%

Our consolidated results show that both the average and the mid-point figures for hourly pay are higher for female employees across the Vp group.

Pay quartiles by gender



Female – Blue

Male – Grey

Upper	Upper middle	Lower middle	Lower
13.5%	16.9%	16.1%	5.2%
86.5%	83.1%	83.9%	94.8%

The majority of our employees are male, with significantly less females employed in the lower quartile of our business.

Bonus gender pay gap

Mean bonus gap	6.7%
Median bonus gap	-86.7%

Our results show that the median bonus figure for female employees is higher than that of the male employees.

Proportion of employees receiving bonus pay

Male	71.7%
Female	78.9%

Within Vp plc, the proportion of female employees who receive a bonus is higher than the male employees who receive a bonus.

How are we doing?

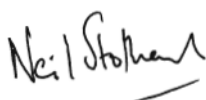
	Vp plc Consolidated data	ONS * All employees	ONS* Administrative and support service activities	ONS* Rental and lease activities
Mean hourly pay gap	-5.0%	17.4%	8.7%	-0.2%
Median hourly pay gap	-6.3%	18.4%	9.6%	9.8%

*ONS – Office for National Statistics, Annual Survey of Hours and Earnings (ASHE) 2017

Conclusions

We are committed as a business to employ people who have the relevant qualifications, attributes and skills regardless of gender.

We are equally committed to ensuring that employees are paid the correct rate for the job regardless of gender. The results above endorse our ongoing commitment in respect of working to achieve this goal.



Neil Stothard
Chief Executive

GENDER PAY GAP REPORT - APRIL 2017 DATA

29 March 2018

Hourly gender pay gap %

	Vp plc	Torrent Trackside Ltd	Hire Station Ltd	Brandon Hire Ltd	Vp plc - Combined dataset
Mean hourly pay gap	13.3	-9.3	3.6	-13.5	-5.0
Median hourly pay gap	2.7	7.6	-6.7	-9	-6.3

Proportion of employees in each pay band by quartile %

	Vp plc		Torrent Trackside Ltd		Hire Station Ltd		Brandon Hire Ltd		Vp plc - Combined dataset	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper	82.8	17.2	89.1	10.9	87.8	12.2	91.9	8.1	86.5	13.5
Upper middle	76.1	23.9	94.5	5.5	79	21	91.9	8.1	83.1	16.9
Lower middle	71.2	28.8	91.1	8.9	84.3	15.7	92.3	7.7	83.9	16.1
Lower	82.9	17.1	83.6	16.4	95.2	4.8	98.2	1.8	94.8	5.2

Gender bonus gap %

	Vp plc	Torrent Trackside Ltd	Hire Station Ltd	Brandon Hire Ltd	Vp plc - Combined dataset
Mean bonus gap	49.3	37.2	18.2	7.8	6.7
Median bonus gap	-44.9	60.9	-40	66.7	-86.7

Percentage of employees receiving a bonus

	Vp plc	Torrent Trackside Ltd	Hire Station Ltd	Brandon Hire Ltd	Vp plc - Combined dataset
Male	64.7	43.4	72.6	82	71.7
Female	73.4	100	74	94.7	78.9