

Vp plc

Gender Pay Gap Report

29 March 2019

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 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.

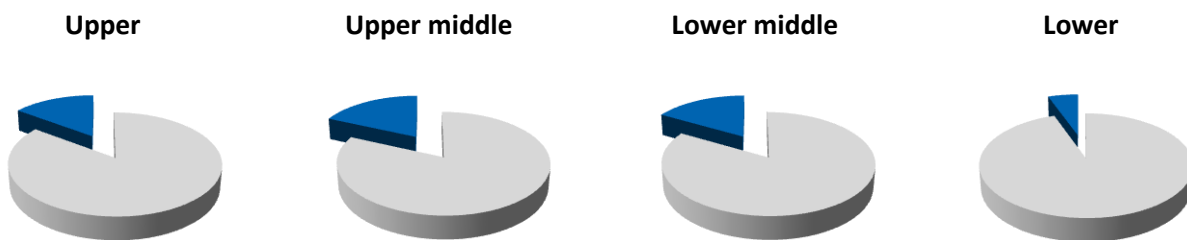
The relevant data is disclosed for the whole of Vp plc as a consolidated position. We have also included a table showing the data by individual legal entity within the Vp Group structure.

Vp plc consolidated data

Mean hourly pay gap	-4.6
Median hourly pay gap	-8.0

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
14.7	18.2	16.6	5.4
85.3	81.8	83.4	94.6

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	-1.2
Median bonus gap	-30.3

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

Proportion of employees receiving bonus pay

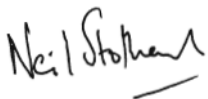
Male	73.7
Female	77.7

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

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 2018 DATA

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Hourly gender pay gap %

	Vp plc	Torrent Trackside Ltd	Hire Station Ltd	Brandon Hire Ltd	Vp plc - Combined dataset
Mean hourly pay gap	6.7	-8.9	1.2	-8.8	-4.6
Median hourly pay gap	2.0	8.4	-8.0	-11	-8.0

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	79.8	20.2	85.2	14.8	83.8	16.2	94.2	5.8	85.3	14.7
Upper middle	79.8	20.2	94.5	5.5	78	22	90.1	9.9	81.8	18.2
Lower middle	68.2	31.8	83.6	16.4	83	17	92.8	7.2	83.4	16.6
Lower	85.0	15.0	89.1	10.9	94.2	5.8	98.6	1.4	94.6	5.4

Gender bonus gap %

	Vp plc	Torrent Trackside Ltd	Hire Station Ltd	Brandon Hire Ltd	Vp plc - Combined dataset
Mean bonus gap	29.1	64.2	18.6	30.2	-1.2
Median bonus gap	-46.9	94.2	-21.4	20	-30.3

Percentage of employees receiving a bonus

	Vp plc	Torrent Trackside Ltd	Hire Station Ltd	Brandon Hire Ltd	Vp plc - Combined dataset
Male	62.7	18.1	81.0	86.5	73.7
Female	74.2	88.5	73.4	96.4	77.2