



GENDER PAY GAP REPORT 2024

As Vindis Group Ltd employs more than 250 people we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and to publish an annual gender pay gap report. This involves carrying out six calculations that show the difference between the average earnings of males and females in our company. We are required to publish these results on our own website and a government website, and the following report is based on a snapshot date of the 5th April 2024.

Mean Gender Pay Gap

The difference between the mean hourly rate of pay for male and female employees is 18%

Median Gender Pay Gap

The difference between the median hourly rate of pay for male and female employees is -9%

Mean Bonus Gender Pay Gap

The difference between the mean bonus pay for male and female employees is 39%

Median Bonus Gender Pay Gap

The difference between the median bonus pay for male and female employees is 60%

Proportion of Males & Females Receiving a Bonus Payment

The proportion of male and female employees who were paid an amount of bonus pay is:

- Males 78%
- Females 51%

Proportion of Males & Females in Each Quartile Band

The proportion of male and female employees in each quartile pay band is:

- **Lower Quartile:** Males 69% and Females 31%
- **Lower Middle Quartile:** Males 60% and Females 40%
- **Upper Middle Quartile:** Males 88% and Females 12%
- **Upper Quartile:** Males 84% and Females 16%

We continue to be resolved that our gender pay gap does not stem from paying men and women differently for the same or equivalent work; but is instead the result of the roles in which men and women work within the organisation - and the industry more widely - and the salaries that these roles attract. To ensure we are providing the best possible opportunities for all of our members of staff, we passionately promote the following:

- A robust recruitment process within which every applicant is assessed against a competency-based system. All appointments are made solely based on the specific competencies being demonstrated.
- A strong performance management scheme which supports all individuals to achieve their potential and aspirations.
- A comprehensive strategy, to demonstrate our commitment to ensuring that the motor industry is an understood and attractive career proposition for all students, including close relationships with local schools and colleges.
- A fair and equitable pay scheme for all employees, including fixed bandings for the majority of our roles. Pay is decided upon the evaluation of each job role and independent market analysis, to ensure we are competitive with our remuneration. We also recognise fair and equitable pay reviews for all employees, based upon acquisition of new skills and accreditations.

Overall, we have seen slight improvements in some areas of the gender pay gap from 2023, and remain confident we have retained equality in onboarding, development and pay approaches, we are committed to conducting an in-depth review of roles in isolation to identify where there may be a greater male to female ratio and the potential drivers of this.

Vindis Group Ltd is unwaveringly 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 characteristic set out above).



Jamie Vindis, CEO



Timothy Potter, Finance Director