

Vindis Group (F Vindis & Sons Bedford Ltd) Gender Pay Gap Report 2018

As Vindis Group (F Vindis & Sons Bedford 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 men and women 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 2018.

Mean Gender Pay Gap

The difference between the mean hourly rate of pay for male and female employees is 25%

Median Gender Pay Gap

The difference between the median hourly rate of pay for male and female employees is 24%

Mean Bonus Gender Pay Gap

The difference between the mean bonus pay for male and female employees is 43%

Median Bonus Gender Pay Gap

The difference between the median bonus pay for male and female employees is 37%

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 77%
- Females 63%

Proportion of Males & Females in Each Quartile Band

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

- **Lower Quartile:** Males 77% and Females 23%
- **Lower Middle Quartile:** Males 59% and Females 41%
- **Upper Middle Quartile:** Males 90% and Females 10%
- **Upper Quartile:** Males 91% and Females 9%

We are pleased to see a positive shift in our results when compared to the report published in 2018 and 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. This includes our own developed IMI accredited qualifications, which is open to all individuals within the company.
- A comprehensive school strategy, to demonstrate our commitment to ensuring that the motor industry is an understood and attractive career proposition for all students. This includes offering an uncapped number of work experience placements annually.
- A dedicated Learning and Development team, who provide a suite of workshops and individual mentoring and training.
- A fair and equitable pay scheme for all employees, including fixed bandings for core 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.

Vindis Group (F Vindis & Sons Bedford 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, Managing Director



Victoria Stubbs, HR Director