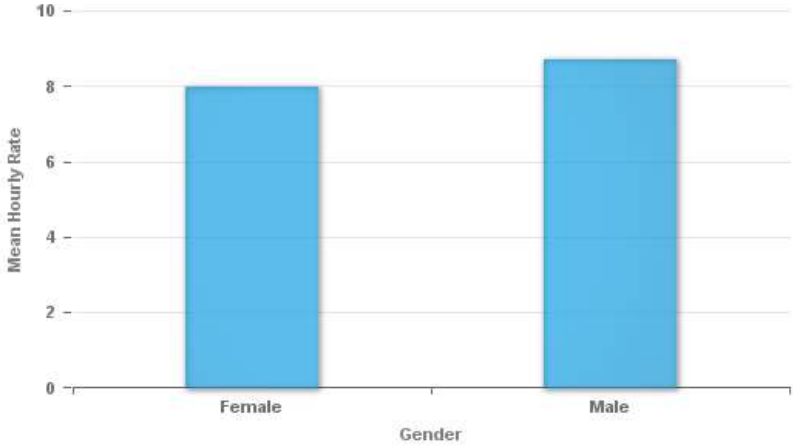


### Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	129
Male	529
Total	658

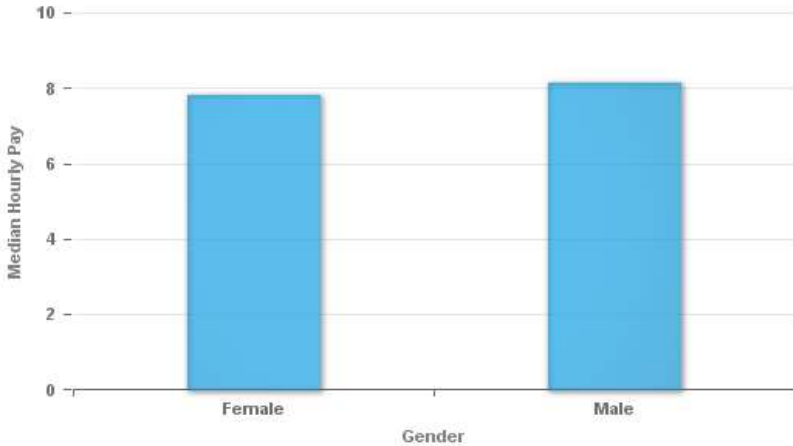
### Metric 1: Mean Gender Pay Gap in Hourly Pay

Mean GPG Hourly Rate : 8.58%



### Metric 2: Median Gender Pay Gap in Hourly Pay

Median GPG Hourly Rate : 3.81%



### Metric 3: Proportion of Males and Females receiving a Bonus Payment



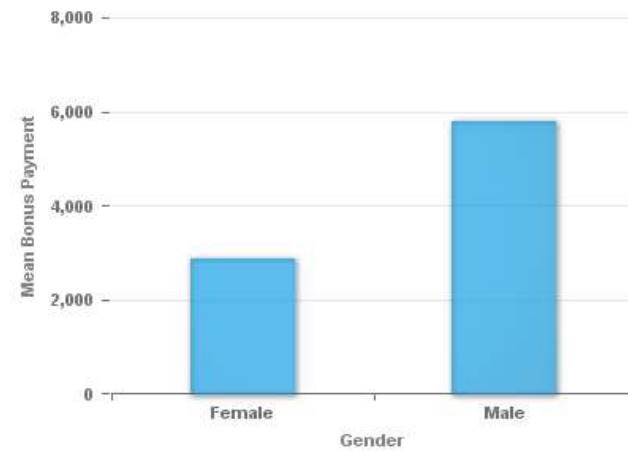
Proportion Females Receiving Bonus: 63.16%



Proportion Males Receiving Bonus: 67.54%

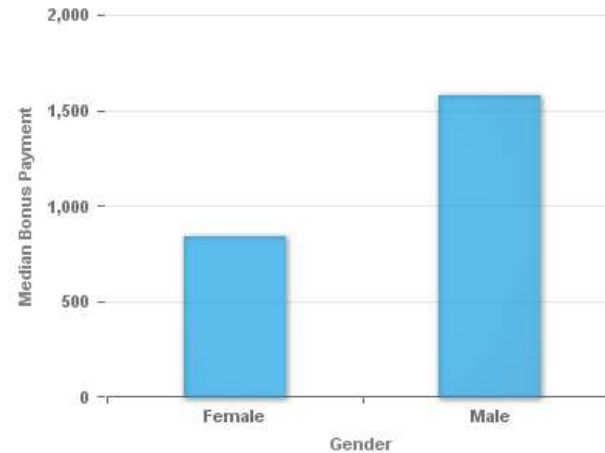
### Metric 4: Mean Bonus Gender Pay Gap

Mean GPG Bonus %: 50.12%



### Metric 5: Median Bonus Gender Pay Gap

Median GPG bonus %: 46.92%



### Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	165	25	140	15.15%	84.85%
Lower Middle Quartile	165	50	115	30.3%	69.7%
Upper Middle Quartile	168	33	135	19.64%	80.36%
Upper Quartile	166	21	145	12.65%	87.35%

### Our Results Tell Us

The above table shows Vospers ‘Gender Pay Gap’ as at the snapshot date of 5th April 2017. Vospers are confident that men and women are paid equally when working in equivalent roles, and we welcome the Government’s decision for companies to publish their gender pay gaps, although it should be noted that the legislation is distinct from equal pay as it is not measuring the parity of roles of the same level.

The motor industry has historically been male dominated and at the calculation date Vospers had more males at a senior level and as such our average male salary (mean & median) is higher than our average female salary. Vospers also recognises that many male Managers started as Technicians and Sales Executives, before progressing in their careers. This pay gap will continue to exist until we achieve a fair representation of males and females at all levels within the business.

Our bonus pay figures confirm that over 60% of our male and female employees receive bonus payments, however males receive an average of 50.12% more, which is as a result of the majority of our sales force being male and receiving commissions for cars sold, and are the biggest bonus earners in the company.

We are committed to bringing more women into our sales force to redress the balance, which in turn will make our salesforce more reflective of our customer base which is 42.8% female.

In addition, as part of our commitment to diversity within the motor industry, we want to continue to encourage female applications for all roles within the business, with a particular focus on female Sales Executives and Vehicle Technicians through our apprenticeship programme.

We have held recruitment training for all Managers in an effort to move away from stereotypical views of recruitment, which will help to identify the skills and drive necessary to work in the motor industry regardless of sex.

Team Leading and Management training is gender neutral, and is offered to all employees with the pre-requisite skills, and the company is able to demonstrate a number of career development activities at all levels and across all roles within the business.

In conclusion, Vospers has analysed the results of the report and is confident that any perceived gap in pay is as a result of the current gender mix, which we are working to address as noted above, rather than any pay differential between pay rates for those carrying out a similar role.

I confirm the published figures are an accurate account of our Gender Pay Gap as at April 2017.

A handwritten signature in black ink, appearing to be 'PR', enclosed within a circular scribble.

Paul Rogers, Finance Director