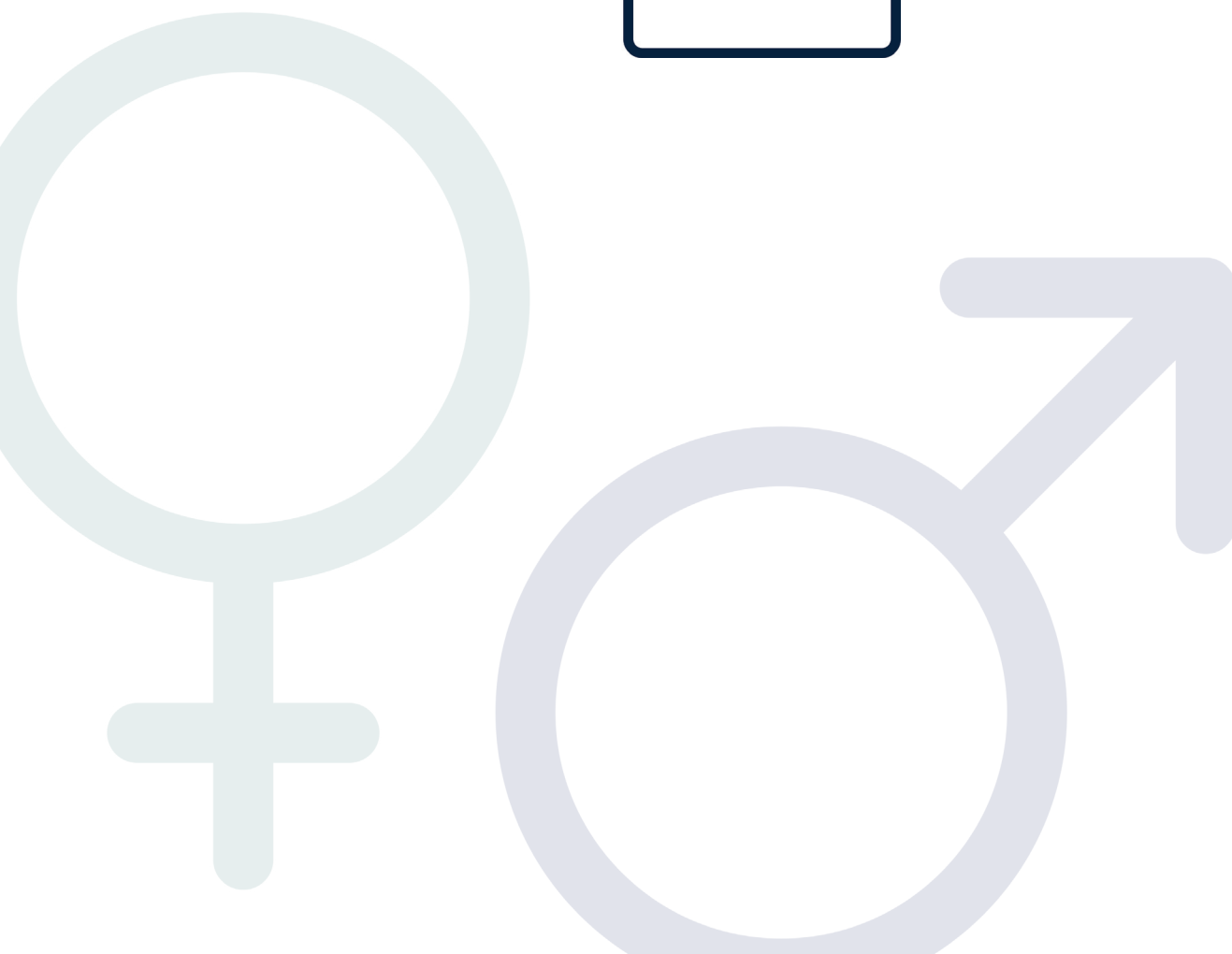




Gender Pay Gap Report

April 2024



Vp plc Gender Pay Gap Report

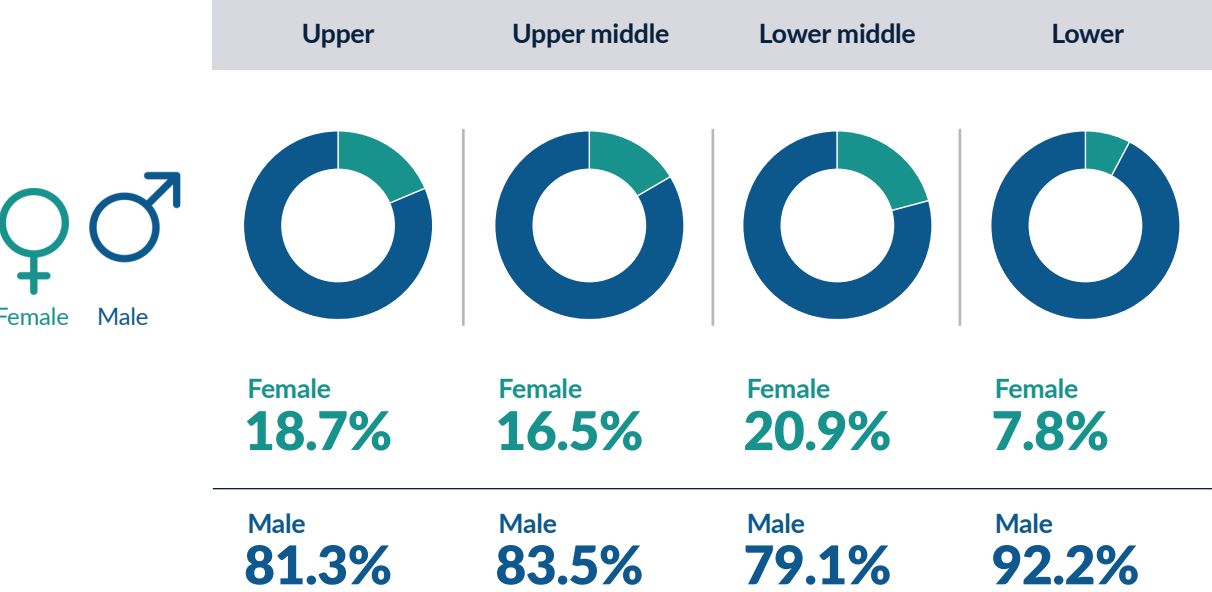
This is the second year we will have produced our full report from our new HR and Payroll system. We are continuing to develop and refine the report.

Vp plc consolidated data

Hourly pay gap



Pay quartiles by gender



The majority of our employees are male, with significantly less females employed in the lower quartile of our business. Typically more men are employed within manual and driving roles which is in common with other businesses particularly those in our sector.

Vp plc Gender Pay Gap Report

Bonus gender pay gap

Bonus gap

Mean	15.3%	Median	-12.5%
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Proportion of employees receiving bonus pay



Female
55.4%



Male
49.5%

Within Vp plc, during the last reporting period, we can see that approximately 50% of male and female employees received a bonus.

Conclusions

We are, as always, 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.

Anna Bielby
Chief Executive Officer

Vp plc Gender Pay Gap Report

April 2024 Data

Hourly gender pay gap %

	Vp plc	Torrent Trackside	Hire Station Ltd	Vp plc - Combined
Mean hourly pay gap	-5.6	-5.0	-1.7	-9.8
Median hourly pay gap	3.7	8.2	-2.9	-4.2

Proportion of employees in each pay band by quartile %

	Vp plc		Torrent Trackside		Hire Station Ltd		Vp plc - Combined	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper	72.5	27.5	78.7	21.3	87.1	12.9	81.3	18.7
Upper middle	78.4	21.6	93.8	6.3	86.9	13.1	83.5	16.5
Lower middle	71.9	28.1	85.4	14.6	84.7	15.3	79.1	20.9
Lower	74.3	25.7	75.0	25.0	95.2	4.8	92.2	7.8

Gender bonus gap %

	Vp plc	Torrent Trackside	Hire Station Ltd	Vp plc - Combined
Mean bonus gap	39.6	-15.6	16.7	15.3
Median bonus gap	-2.3	40.1	0.0	-12.5

Percentage of employees receiving a bonus

	Vp plc	Torrent Trackside	Hire Station Ltd	Vp plc - Combined
Male	79.8	39.8	39.5	49.5
Female	71.9	75.8	36.7	55.4