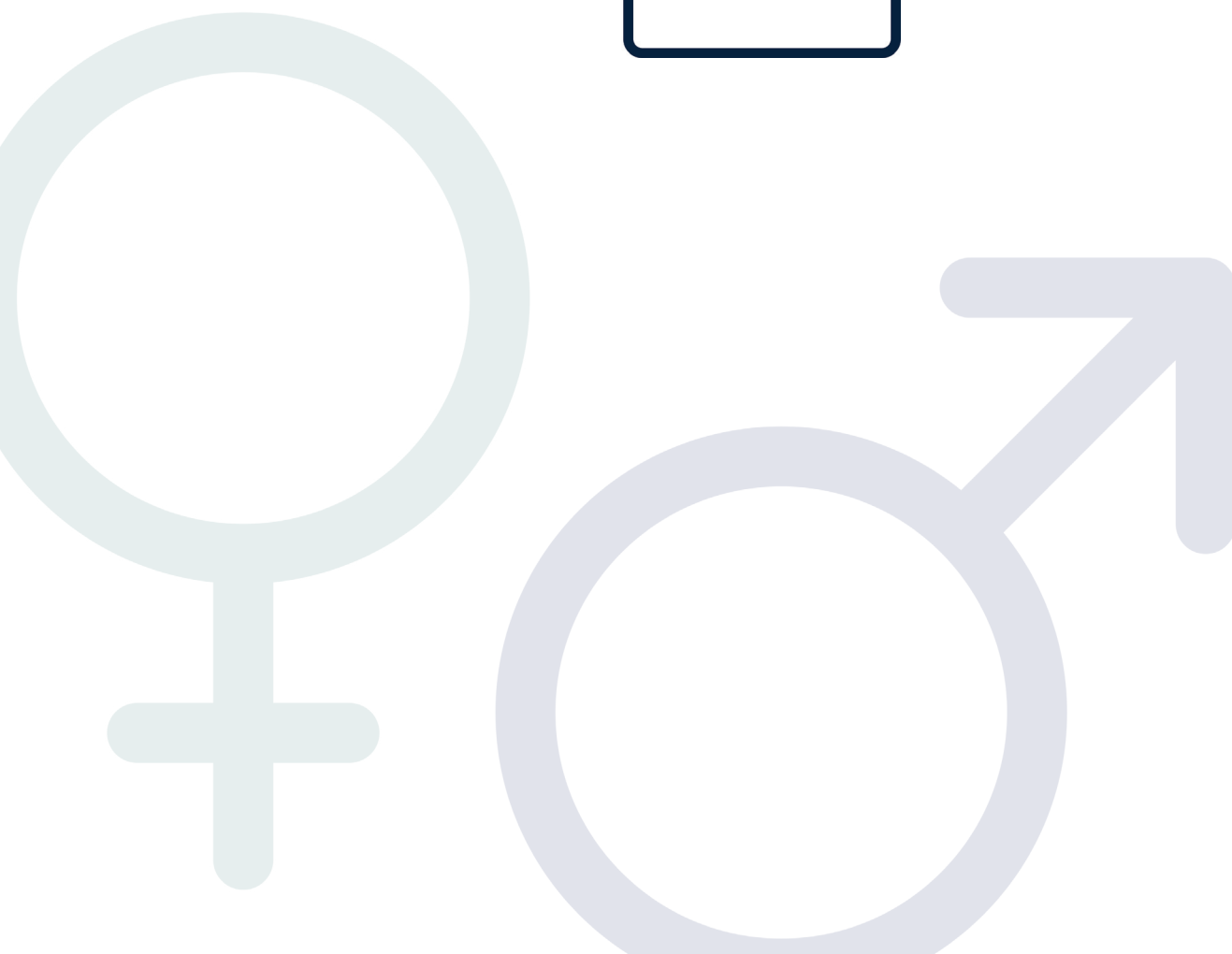




Gender Pay Gap Report

April 2025



Vp plc Gender Pay Gap Report

This report outlines the gender pay gap within Vp plc for the relevant reporting period. The gender pay gap measures the difference in average earnings between men and women across the organisation. It is different from equal pay, which refers to men and women receiving the same pay for the same or equivalent work.

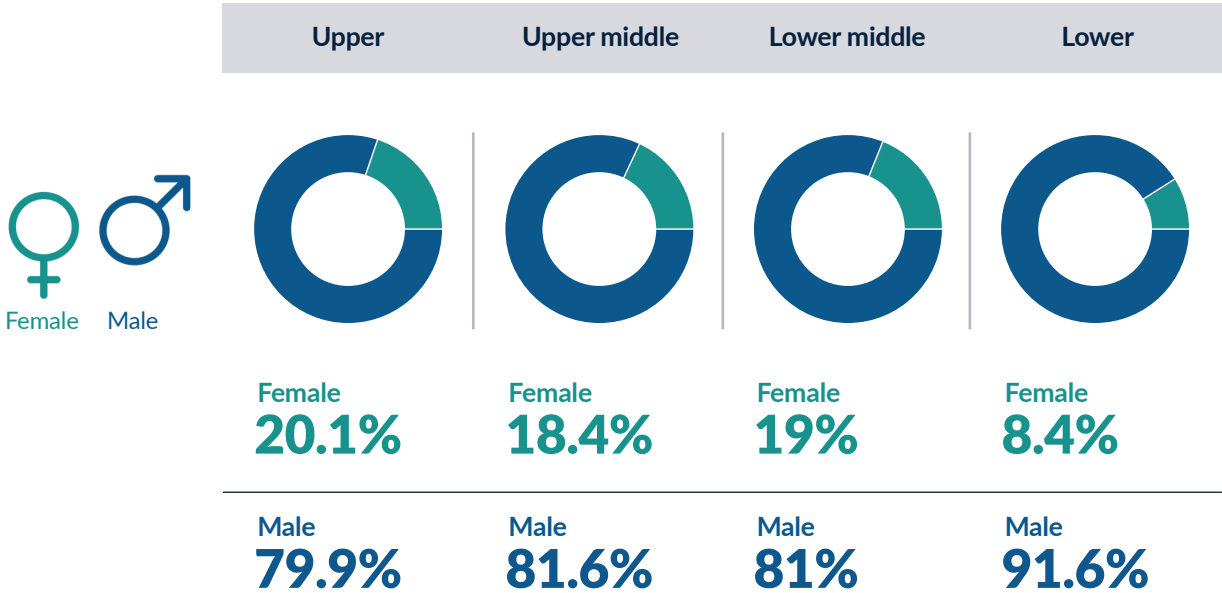
Vp plc consolidated data

Hourly pay gap

Mean **-10.9%**

Median **-5.2%**

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 **6.6%**

Median **0%**

The bonus gender pay gap has improved significantly from 2024 to 2025. The mean bonus gap has reduced from 15.3% in 2024 to 6.6% in 2025, which shows there is a much smaller difference in bonus pay between men and women.

The median bonus gap has also changed significantly, moving from -12.5% in 2024 to 0% in 2025. This indicates that, where women received a higher median bonus than men in 2024, they are now equal at the median in 2025.

Overall, these changes demonstrate progress towards greater balance and consistency in bonus outcomes between genders.

Proportion of employees receiving bonus pay



Female
48.6%



Male
47.8%

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 committed to employing the right people for every role, regardless of gender. Our recruitment and progression decisions are based on an individual's skills, experience, and attitude, ensuring that everyone has an equal opportunity to succeed and contribute to our organisation.

Alice Woodwark
Chief Executive Officer

Vp plc Gender Pay Gap Report

April 2025 Data

Hourly gender pay gap %

	Vp plc	Torrent Trackside	Hire Station Ltd	Vp plc - Combined
Mean hourly pay gap	-6.9	-10.3	-4.9	-10.9
Median hourly pay gap	1.9	5.6	-6.2	-5.2

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	71.3	28.7	76.6	23.4	85.1	14.9	79.9	20.1
Upper middle	78.7	21.3	95.7	4.3	85.6	14.4	81.6	18.4
Lower middle	65.7	34.3	89.1	10.9	87.0	13.0	81.0	19.0
Lower	79.7	20.3	78.3	21.7	94.3	5.7	91.6	8.4

Gender bonus gap %

	Vp plc	Torrent Trackside	Hire Station Ltd	Vp plc - Combined
Mean bonus gap	42.0	-46.1	6.5	6.6
Median bonus gap	14.9	61.6	0.0	0.0

Percentage of employees receiving a bonus

	Vp plc	Torrent Trackside	Hire Station Ltd	Vp plc - Combined
Male	64.8	30.7	43.4	47.8
Female	60.5	76.7	31.8	48.6