

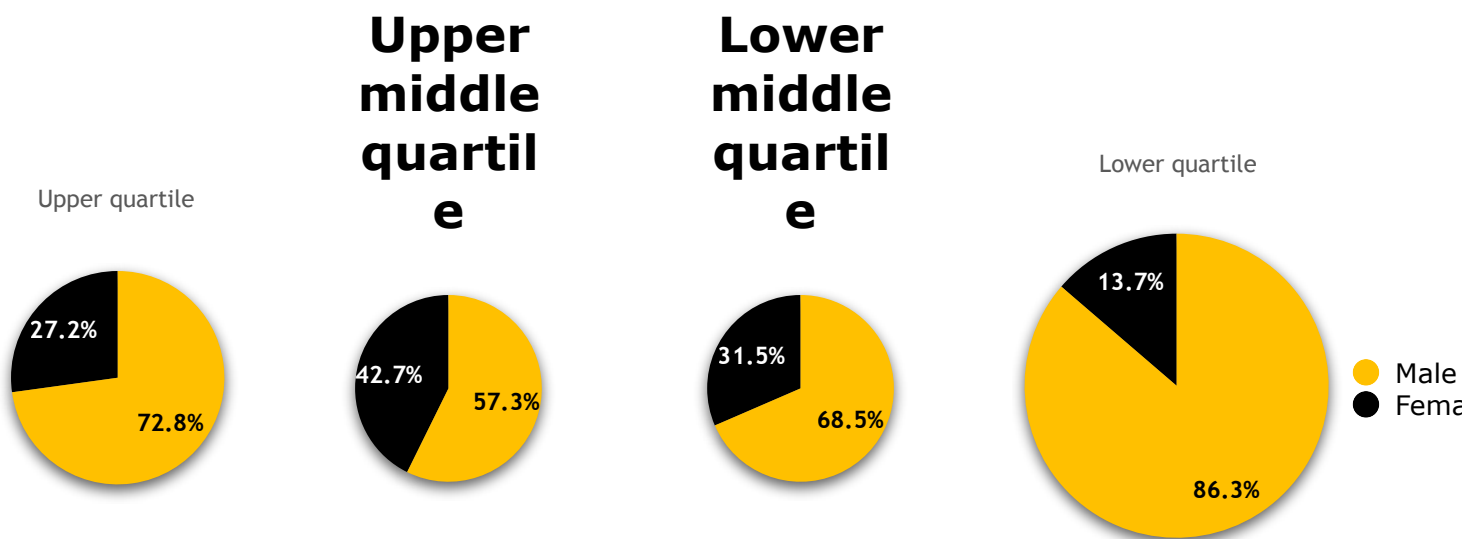
# Vink UK Ltd Gender Pay Gap Reporting 2018

UK employers are now required under new legislation to report six key figures on their gender pay gap:

1. The mean hourly pay gap between men and women;
2. The median hourly pay gap between men and women;
3. The mean bonus pay gap between men and women;
4. The median bonus pay gap between men and women;
5. The proportion of men and women receiving bonus pay; and
6. The distribution of men and women within pay band quartiles.

The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. This is not the same as equal pay. Equal pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The factors influencing the gender pay gap include the distribution of men and women between grades, experiences, tenure and geographic location.

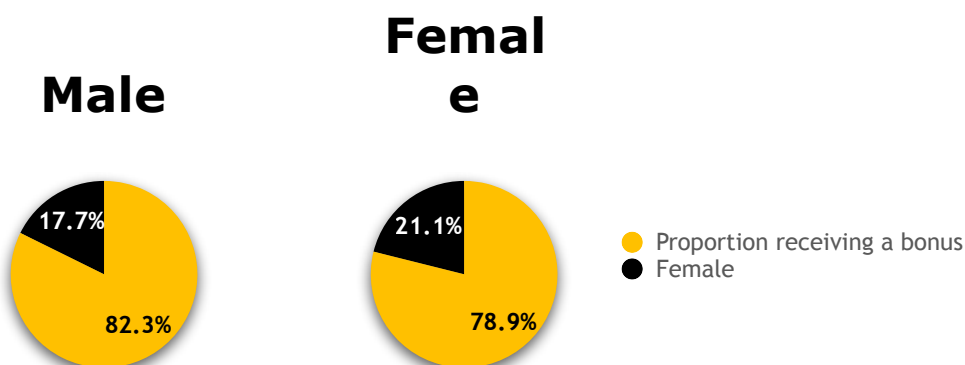
## Hourly rate pay gap at Vink UK Ltd



Median pay gap	-15.5%
Mean pay gap	10.4%

Note: A negative result means that average women's pay is higher than the average for men

## Pay band quartiles



## Bonus pay gap at Vink UK Ltd

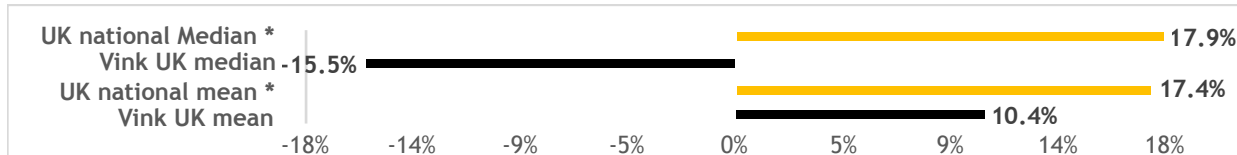
Median pay gap	-21.3%
Mean pay gap	50.2%

Note: A negative result means that average women's pay is higher than the average for men

## Proportion of males and females receiving a bonus

## Comparison to the UK national gender pay gap

\*Provided by the Office for National Statistics based on PAYE data for April 2017.



The median pay gap at Vink UK Ltd shows that women have higher average pay than men by 15.5%, compared with the UK national median gender pay gap where men have higher average pay by 17.9%. The Vink UK mean gap of 10.4% is less than then national mean gap of 17.4% (2017 data, 2018 not available).

## What impacts the pay and bonus gaps at Vink UK?

The main cause of our median and mean hourly rate pay gaps is the profile of our workforce, which has a higher numerical under-representation of women in the lower quartile and upper quartile pay bands. This is reflective of the distribution sector in general.

Our bonus pay gap is impacted by the relative seniority of men and women within Vink UK Ltd. While a similar proportion of men and women receive a bonus, the seniority of employees affects the amount of bonus awarded. We are confident that both the bonus eligibility criteria and the basis on which they are awarded are fair and non-discriminatory.

Vink UK Ltd welcomes the new reporting requirements and is committed to providing equal opportunities at work regardless of gender.

## Statement

As required by law and to the best of our knowledge and belief, we confirm that the information provided is accurate and follows statutory guidelines.

**Tony Bird**  
Finance Director