



VOW Europe Limited – Gender Pay Gap Report 2021

VOW Europe Limited is 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. Our aim is to make the best use of the diverse backgrounds, skills, knowledge and experience of all those who work for us, recognising that such diversity is a rich source of competitive advantage.

In line with the Government’s commitment to tackle gender inequality, VOW Europe Limited will publish data showing the pay gap between our male and female employees.

What is Gender Pay:

A gender pay gap is a measure of the difference in the average pay of men and woman across an entire organisation, regardless of the nature or level of their work. It highlights the different number of men and woman across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of an equal value.

Our Data: Pay and Bonus Gap

As of the snapshot date (05 April 2021) the table below shows the overall mean and median gender pay gap and bonus gap of VOW Europe Limited, based on hourly rates of pay.

The percentage shown is the difference in overall mean and median pay and bonus between men and woman. A negative figure indicates a higher percentage paid to woman and a positive figure indicates a higher percentage paid to men.

	Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap
Pay Gap	-2.10%	-0.56%
Bonus Gap	-88.6%	-150%

Bonus Pay

The proportion of males and females of VOW Europe Limited receiving a bonus payment are:



Quartile Comparison

The proportion of men and women working in each payroll quartile is:

Band	Quartile	Males	Females
A	Lower	71.21%	28.79%
B	Lower Middle	65.37%	34.63%
C	Upper Middle	70.82%	29.18%
C	Upper	63.42%	36.58%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Understanding our Data:

We have found there is very little difference in how we pay men and women, with the overall mean of hourly pay demonstrating women are on average paid 2.10% higher. Furthermore, the bonus pay gap mean and median indicates a higher percentage paid to women.

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather any gender pay gap is the result of the roles in which men and woman work within the organisation, and the sales these roles attract.

However, we recognise there is more work to be done in addressing the pay gap in the upper and upper middle and lower middle quartiles, we are confident that we pay equal pay to women and men for the same or equivalent work but this is a reflection of men occupying more senior roles in the company. Consequently, we are committed to developing a strategy to attract and promote more women to senior higher paid roles within the business.

Our bonus pay gap will vary each year depending on achieving bonus trigger points, and impacted more male than female colleagues during the snapshot month.

Our Future Plans:

Whilst our pay gap compares favourably with that of organisations within our sector, this is not a subject about which we are complacent, and we will continue to do everything that we can to reduce the gap. This includes:

- Continuing to ensure that we are monitoring our gender pay gap regularly across the business.
- Continue to focus on ensuring women have the same opportunities for senior roles as men.
- Maintaining our approach to flexible working where possible, by assisting colleagues wishing for greater flexibility, where we can.
- Continue to invest in leadership training and develop future talent ensuring all employees irrespective of gender can reach their full potential.
- Remain committed to building a diverse and inclusive workplace as a high priority.

I, Adrian Butler, Managing Director – VOW, confirm that the information in this statement is accurate.

Adrian Butler
Managing Director – VOW