



**VOW Europe Limited – Gender Pay Gap Report 2018**

VOW Europe Limited is committed to managing diversity and eliminating discrimination amongst our workforce. As our Company grows, 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. We are committed to treating all our colleagues equally and fairly.

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.

**Pay and Bonus Gap**

As of the snapshot date (5 April 2018) the table below shows our overall mean and median gender pay gap and bonus pay gap in 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 women.

A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

	<b>Mean</b>	<b>Median</b>
Pay Gap	0.87%	0.53%
Bonus Gap	-47.08%	-5%

**Bonus Pay**

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

<b>Male</b>	<b>Female</b>
55%	63%

## Quartile Comparison

The proportion of male and female working in each payroll quartile is:

	Male	Female
Upper Quartile	68%	32%
Upper Middle Quartile	72%	28%
Lower Middle Quartile	64%	36%
Lower Quartile	71%	29%

## Understanding our Data

We have found no inconsistency between how we pay men and women in the same role, however, there is a pay gap driven by how our teams are structured within VOW. A large proportion of the VOW workforce is made of warehouse and transport colleagues who have a higher male population.

## Next steps:

- We will continue to ensure that we are monitoring our gender pay gap regularly across the business.
- We will continue to focus on ensuring women have the same opportunities for senior roles as men.
- We are investing more in leadership training and developing future talent.
- Our Learning and Development programme will enable our colleagues to seek support, build confidence and make connections across the business to enable future progression.
- We will continue to develop and expand our Apprenticeship Programme to help colleagues shape their future career paths and achieve their aspirations.

Adrian Butler  
**Managing Director**