

VPS UK Limited and Evander Glazing and Locks Limited

Gender Pay Report, March 2018

Data Snapshot Date 5th April 2017

Gender Pay Report - VPS UK Limited

Difference in the Hourly Rate of Pay – Mean 5.7%
Difference in the Hourly Rate of Pay – Median -9.5%

Difference in Bonus Pay – Mean 52.0%
Difference in Bonus Pay – Median 16.1%

Percentage of Employees who Received Bonus Pay

Males 86.9%
 Females 77.4%

Employees by Pay Quartile

Upper Quartile

Male 81.6% Female 18.4%

Upper Middle Quartile

Male 79.4% Female 20.6%

Lower Middle Quartile

Male 81.4% Female 18.6%

Lower Quartile

Male 93.8% Female 6.2%

Gender Pay Report - Evander Glazing and Locks Limited

Difference in the Hourly Rate of Pay – Mean 9.2%

Difference in the Hourly Rate of Pay – Median 13.2%

Difference in Bonus Pay – Mean -8.4%

Difference in Bonus Pay – Median 98.1%

Percentage of Employees who Received Bonus Pay

Males 45.8%

Females 15.5%

Employees by Pay Quartile

Upper Quartile

Male 84.9% Female 15.1%

Upper Middle Quartile

Male 89.2% Female 10.8%

Lower Middle Quartile

Male 68.3% Female 31.7%

Lower Quartile

Male 76.7% Female 23.3%

Gender Pay Reporting

As a business we are firmly committed to equality, diversity and dignity at work, and we actively seek to employ people with a wide range of skills and attributes who will help us to achieve our commercial objectives. Specifically, we recognise that we need to do more to increase the number of female employees at all levels in our businesses

We confirm that the Gender Pay information provided for VPS UK Limited and Evander Glazing and Locks Limited is accurate

Lee Newman

Group Chief Executive

Mike Winstone

Group HR Director