



Vink UK Ltd Gender Pay Gap Reporting 2025

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

Hourly pay gap	2025
Mean hourly pay gap	8.1%
Median hourly pay gap	-13.5%

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

Pay band quartiles

Hourly pay quartiles	2025	
	Male	Female
Upper quartile	75.5%	24.5%
Upper mid quartile	59.2%	40.8%
Lower mid quartile	76.8%	23.2%
Lower quartile	86.8%	13.2%

Bonus pay gap at Vink UK Ltd

Bonus pay gap	2025
Mean bonus pay gap	19.5%
Median bonus pay gap	-14.3%

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

Proportion of employees who received bonus pay	2025
Male	64.8%
Female	68.9%

Comparison to the UK national gender pay gap

UK national median in April 2024 = 6.9% (Vink UK = -13.5%)

The median pay gap at Vink UK Ltd shows that women have higher average pay than men by 13.5%, compared with the UK national median gender pay gap where men have higher average pay by 6.9%.

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. A higher proportion of women than men receive a bonus, with the seniority of employees affecting 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.

Maud Trevallion

Finance Director