



GENDER PAY GAP REPORT – 2019 (reporting period to April 2019)

As the UK’s largest family-owned and run equipment hire company and with over 1800 employees nationwide we are passionate about our people and committed to recruiting, retaining and developing the most talented people. Rewarding men and women equally based on their performance, skills and experience and employing a diverse and motivated workforce is crucial to our on-going business success.

For the third consecutive year our statistics show that there is no significant gender pay bias within the Company.

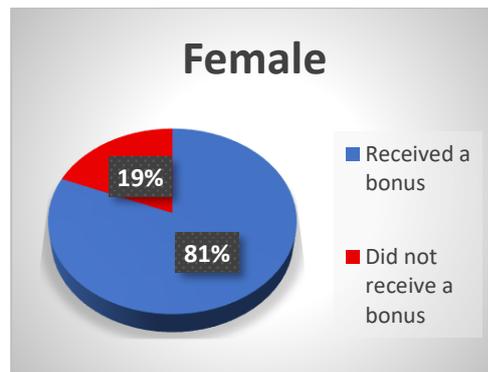
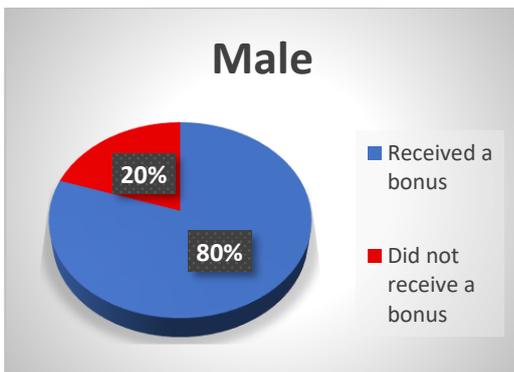
The Results

	Mean	Median
Hourly Pay	-2.07%	-6.35%
Bonus Pay	10.94%	-65.67%

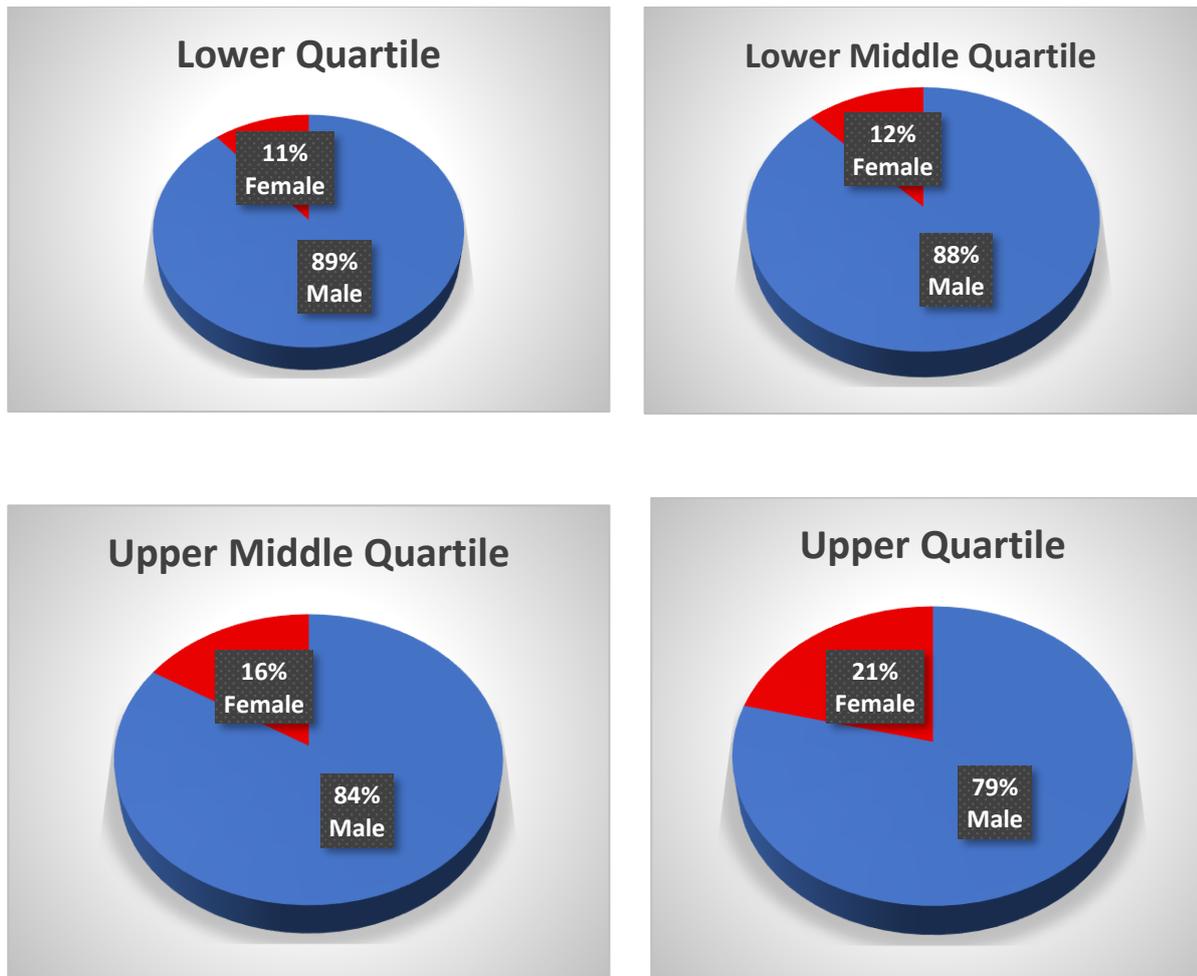
The difference in the median bonus figure is due to the gender split within the business being 16% female and 84% male. Of the females receiving a bonus around half are in senior management, management, sales and customer service roles, whilst around 75% of the males receiving a bonus are employed in mechanical, driving and labouring type roles. This is reflective of the industry in which we work where females are less attracted to workshop based roles.

Proportion of employees awarded a bonus

The percentage of females and males receiving a bonus during the reporting period is within 1%.



Pay Quartiles



There is a nationwide underrepresentation of women working in science, technology, engineering and maths (STEM)-related fields. According to the ONS, from boardroom to building site, it is estimated that women account for around 12.8% of the construction industry's workforce. 16% of our workforce are female and 30% of GAP's Executive Management Team are female.

The Company actively participates in community based projects, for example, carousel-style career days at schools in the local community showcasing our values, while presenting all the options available to young people and the paths available to them within the industry - through internships and our award-winning apprenticeship scheme.

Irrespective of gender, we know our business could not function without the right people. We look after our staff ensuring they feel valued, heard and happy at work, while giving them plenty of opportunity for professional advancement in the career path which best fits their passion and skill set. This, combined with our continuing policy of promoting from within, enhances employee loyalty, commitment and performance.

GAP seeks to employ a workforce which reflects the diverse community. We value the individual contribution of people irrespective of gender, age and ethnicity as outlined in our Equal Opportunities Policy. The characteristics we look for when recruiting are shared core values, drive and passion.

From Apprentices and HGV drivers to Senior Sales and Operational roles and Executive Management team members, the impact and influence of women within GAP is significant and we are committed to playing an active role in encouraging the next generation of female construction industry employees, promoting the sector as a successful career route.

Catriona Dunning
Head of Human Resources

April 2020