



## GENDER PAY GAP REPORT – 2025 (reporting period to April 2024)

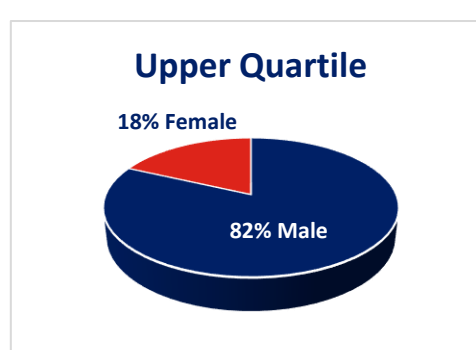
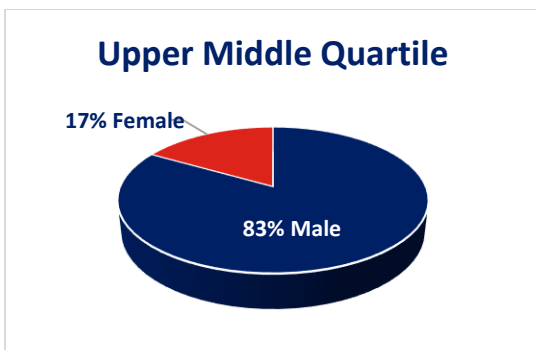
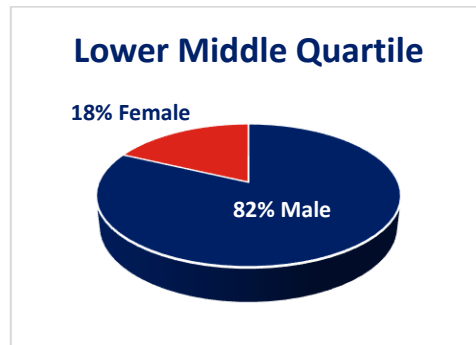
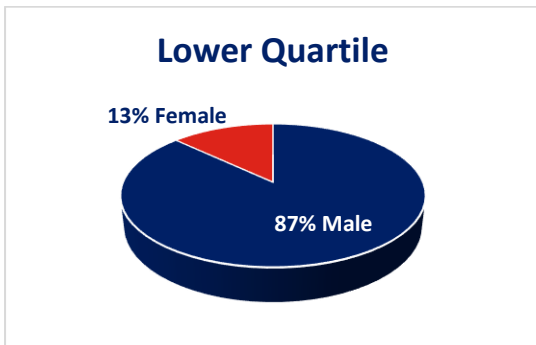
GAP Hire Solutions is the UK’s largest family-owned and run equipment hire company. With over 2200 employees nationwide we are passionate about our people and committed to recruiting, retaining and developing the most talented people. Rewarding men and women equally based on their performance, skills and experience and employing a diverse and motivated workforce is crucial to our on-going business success.

### Pay

	Mean	Median
Hourly Pay	1.60%	-2.80%
2024 Comparison	5.01%	-1.16%

Since Gender Pay Gap reporting began in 2017, our statistics continue to show that there is no significant gender pay bias within the Company and is favourable against the 2023 national average gender pay gap of 13.1% for all workers. (ONS.GOV.UK)

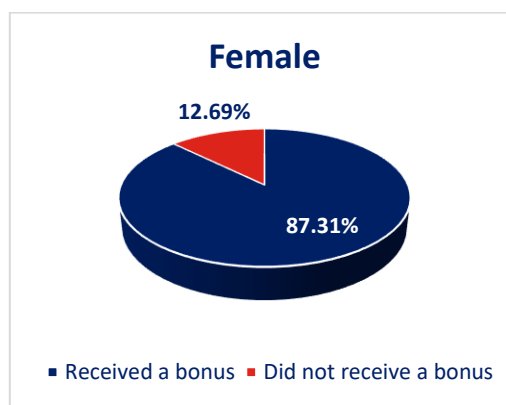
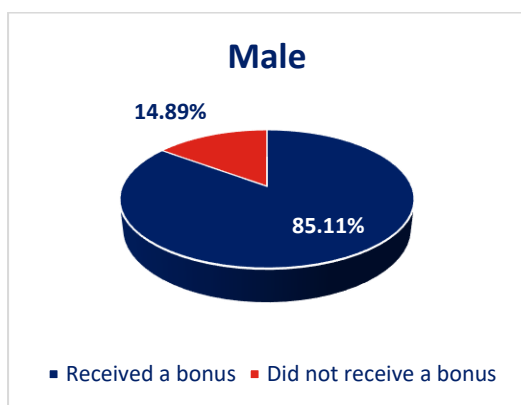
### Pay Quartiles



## Bonus

All employees are eligible to participate in a bonus scheme based on the performance of the company and the employee's individual performance against specific objectives.

	Mean	Median
Bonus Pay	20.04%	-29.03%
2024 Comparison	31.51%	-12.51%



The median bonus payment for females remains higher than males. Almost half of the females receiving a bonus are in management, sales and customer services roles whereas the majority of males receiving a bonus are in workshop based roles.

Our workforce demographic is typical of the sector in which we work where the greatest proportion of employees are plant mechanics, engineers, drivers and workshop operatives producing a split of 83% male and 17% female. There has been a slight improvement on the previous year when the split was 85% male and 15% female.

Within management, sales and customer service roles, however, the split shows a higher level of diversity with 38% of these roles held by females. This year also shows a 4% improvement in gender diversity on last year when 34% of women held these types of roles.

We remain committed to creating a more diverse workforce across all areas of our business and continue to promote career opportunities and progression regardless of gender. Our award-winning apprenticeship programme is intrinsic in facilitating a change to the perception of gender bias roles within the industry.

I confirm that the information provided in this report is accurate.

Catriona Dunning  
Human Resources Director