



GENDER PAY GAP REPORT – 2026 (reporting period to April 2025)

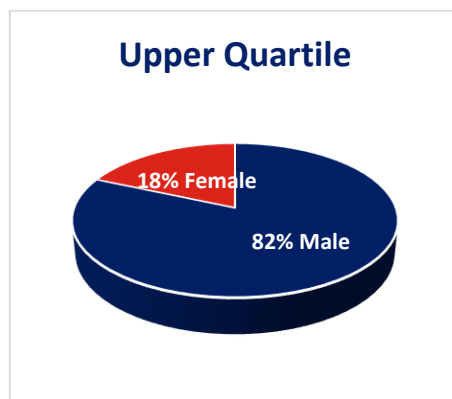
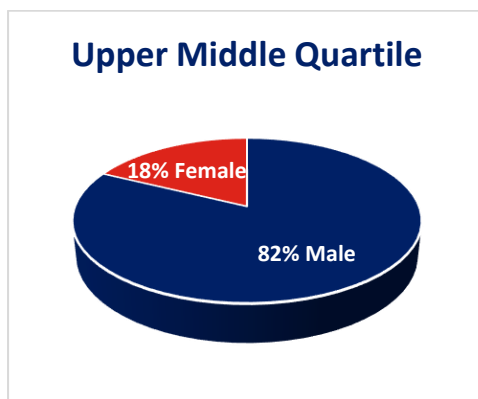
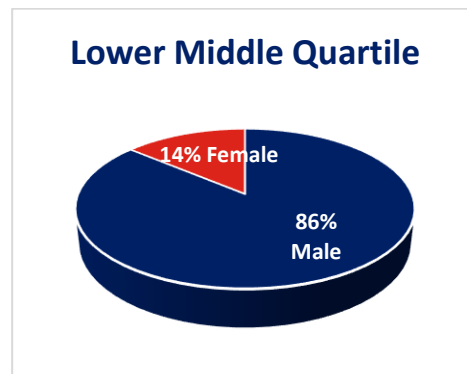
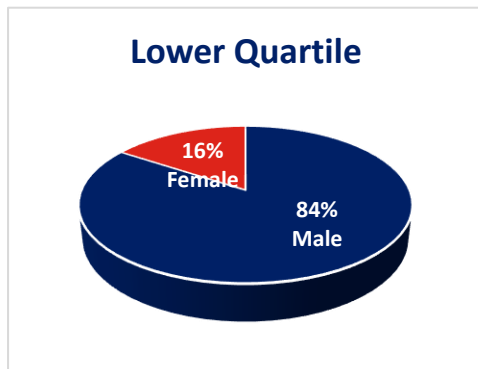
GAP Hire Solutions is the UK’s largest family-owned and run equipment hire company. With over 2,300 employees nationwide, we are committed to attracting, developing and retaining talented people. Ensuring equal reward for men and women based on performance, skills and experience—and fostering a diverse, motivated workforce is essential to our continued success.

Pay

	Mean	Median
Hourly Pay	2.64%	-2.21%
2025 Comparison	1.60%	-2.80%

For the ninth consecutive year our statistics continue to show that there is no significant gender pay bias within the Company and is favourable against the 2024 national average gender pay gap of 12.8% for all workers. (ONS.GOV.UK)

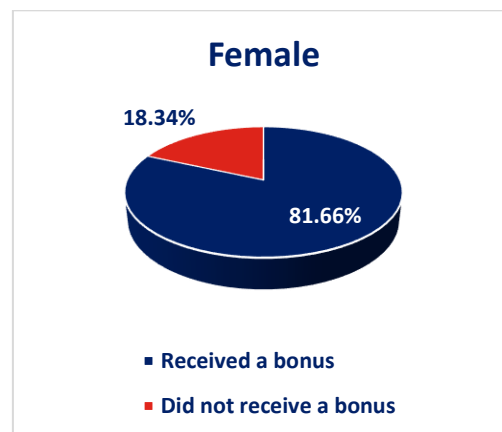
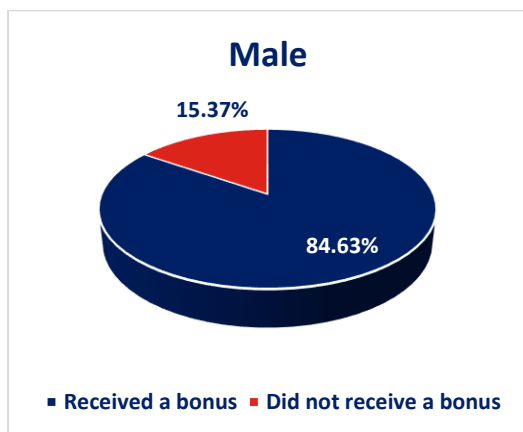
Pay Quartiles



Bonus

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

	Mean	Median
Bonus Pay	17.88%	-43.75%
2025 Comparison	20.04%	-29.03%



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 most males receiving a bonus are in workshop-based roles.

Overall, our workforce profile reflects the wider sector: operational roles (including mechanics, engineers, drivers and workshop operatives) are male, with an overall split of 83% male and 17% female.

Within management, sales and customer service roles, however, the split is more diverse, with 35% of these roles held by females.

We are committed to building a more diverse and inclusive workforce across every area of our business, championing equal access to career opportunities and progression for all. Our award-winning apprenticeship programme, together with our new management development programme, is helping to reshape perceptions and open doors—challenging long-standing stereotypes and driving meaningful change within our industry.

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

Catriona Dunning
Human Resources Director