



GENDER PAY GAP REPORT – 2023 (reporting period to April 2022)

GAP Hire Solutions is the UK’s largest family-owned and run equipment hire company. With over 2000 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.

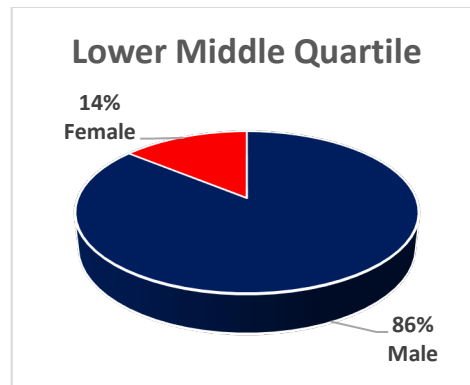
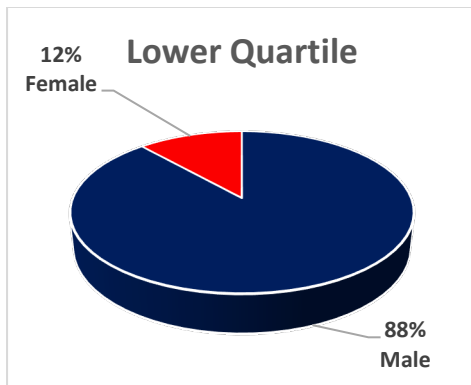
Pay

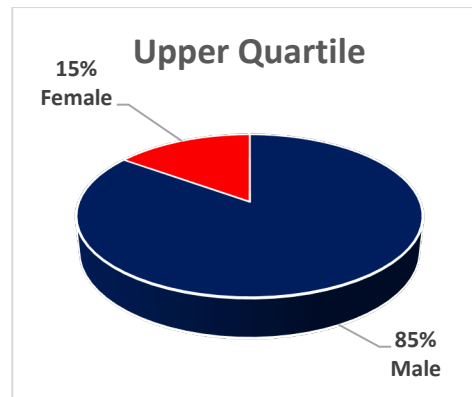
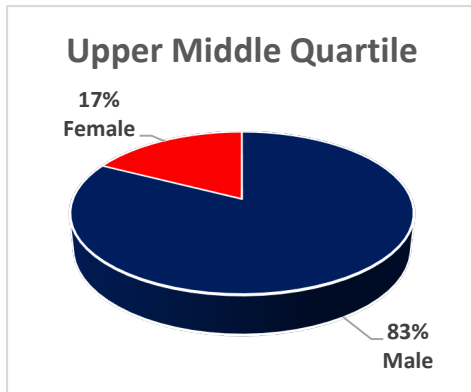
	Mean	Median
Hourly Pay	3.23%	-3.17%
2022 Comparison	0.00%	-4.49%

For the fifth consecutive year our statistics continue to show that there is no significant gender pay bias within the Company and is favourable against the 2022 national average gender pay gap of 14.9% for all workers. (ONS.GOV.UK)

The slight difference in the Mean hourly pay gap compared with last year is a consequence of an increase in HGV driver salaries due to the critical shortage of drivers in the UK caused by Brexit and a significant backlog of drivers awaiting HGV driver training and testing due to the pandemic.

Pay Quartiles

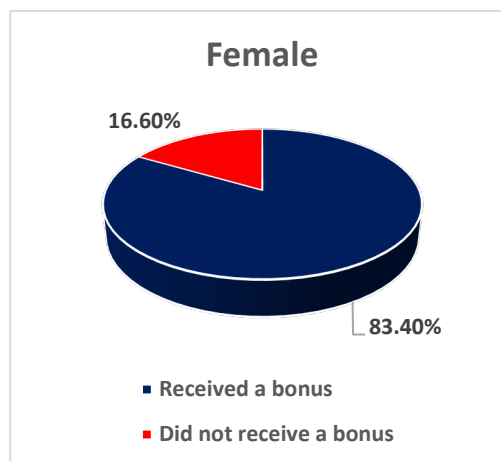
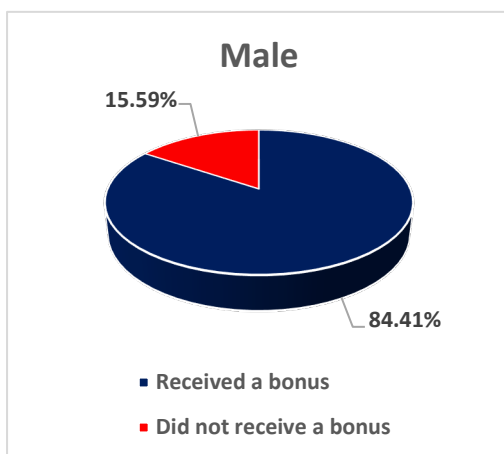




Bonus

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	28.04%	-10.83%
2022 Comparison	21.93%	-41.18%



The median bonus payment for females remains higher than for males although the gap has reduced significantly. As mentioned previously in the report, a retention bonus was paid during 2022 to HGV driver due to the critical shortage in the UK. Almost half of the females receiving a bonus are in management, sales, central support and customer service roles whereas most males receiving a bonus are in workshop based roles.

The mean bonus payment gap for males has increased slightly compared with 2020. The reason for the gap is a consequence of a retention bonus paid to HGV drivers during the critical shortage period (as noted above) and also reflects the majority split of males compared to females in Board positions.

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 85% male and 15% female.

Within management, sales and customer service roles, however, the split shows a higher level of diversity with 34% of these roles held by females.

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.

A handwritten signature in black ink, appearing to read 'Catriona Dunning', written in a cursive style.

Catriona Dunning
Head of Human Resources