

**STATEMENT BY ACCESS SELF STORAGE LIMITED**

As a requirement by the UK Government to publish the gender pay gap reporting, below is the report for Access Self Storage Ltd. for the snapshot date of 05 April 2018:

S.No	Reporting Definition	Result	
1	Mean gender pay gap in hourly pay	13.89%	
2	Median gender pay gap in hourly pay	6.13%	
3	Mean bonus gender pay gap	9.29%	
4	Median bonus gender pay gap	6.66%	
5	Proportion of males and females receiving a bonus payment	70%:69%	
6	Proportion of males and females in each pay quartile	<b>MALE</b>	<b>FEMALE</b>
	Upper Quartile	77.42%	22.58%
	Upper Middle Quartile	72.58%	27.42%
	Lower Middle Quartile	72.92%	27.08%
	Lower Quartile	55.17%	44.83%

The above report on our gender pay gap and bonus pay gap follows the same methodology set out by the Government, comparing hourly rates of pay between our male and female colleagues regardless of their roles, as at 05 April 2018.

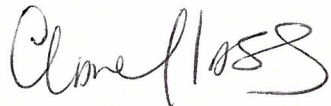
We are pleased to share that our median pay gap stands below the UK national median average of 18.4%.

Access Self Storage believes in fair recruitment and selection process regardless of gender. All vacancies are advertised on a gender neutral basis however considering the nature of the business (storage/warehouse), it is often noted that the female applicants are not too inclined to apply for the store level positions which forms the major part of our workforce.

We have a bonus policy in place which is purely based on store performance and are awarded bonus based on the position irrespective of any other factor such as – experience, gender etc.

Having said the above, we are still continually looking at ways to continue to attract and nurture possible female talent pool thereby resulting in a gender balanced workforce.

I can confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations) 2017.



Clare Glass

Director