

Gender Pay Gap Statement 2021

ACCESS SELF STORAGE LIMITED

Gender Pay Gap 2021

ABOUT THE REPORT

As a private entity with more than 250 employees as at the snapshot date of 05 April 2021, Access Self Storage Limited is required by the law to publish an annual gender pay gap report.

The gender pay gap measures the difference in earnings between all male and female employees, regardless of their roles or seniority and is calculated as the difference between men's and women's hourly earnings, as a percentage of men's earnings.

Our Gender Pay Gap Data

As at snapshot date of 05 April 2021

MEAN GENDER PAY GAP IN HOURLY PAY

13.18%

MEDIAN GENDER PAY GAP IN HOURLY PAY

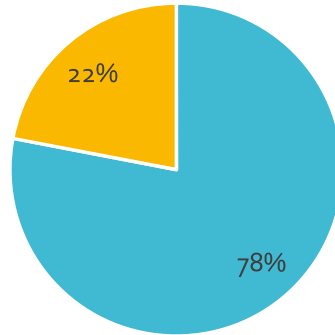
6.43%

Our Gender Pay Gap Data

As at snapshot date of 05 April 2021

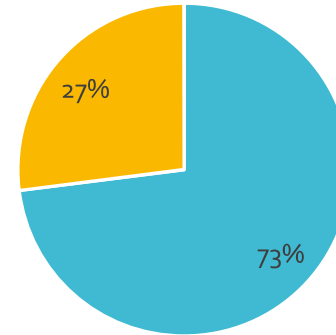
PERCENTAGE OF MEN AND WOMEN IN EACH QUARTILE

UPPER QUARTILE



■ Men ■ Women

UPPER MIDDLE QUARTILE



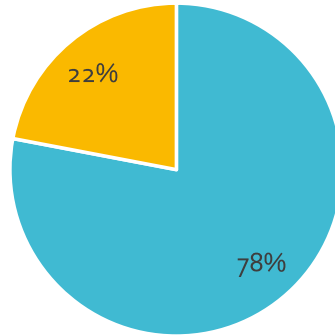
■ Men ■ Women

Our Gender Pay Gap Data

As at snapshot date of 05 April 2021

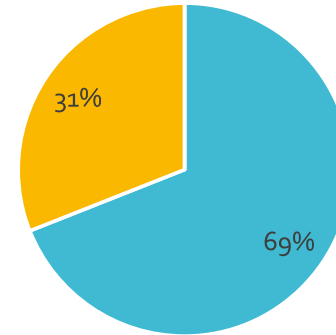
PERCENTAGE OF MEN AND WOMEN IN EACH QUARTILE

LOWER MIDDLE QUARTILE



■ Men ■ Women

LOWER QUARTILE



■ Men ■ Women

Our Gender Pay Gap Data

*As at snapshot
date of 05 April
2021*

MEAN GENDER BONUS GAP (06 APR 2020 – 05 APR 2021)

25.81%

MEDIAN GENDER BONUS GAP (06 APR 2020 – 05 APR 2021)

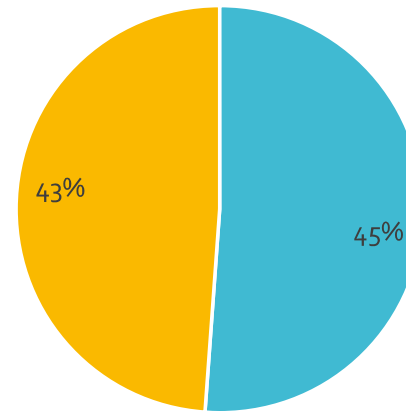
34.37%



Our Gender Pay Gap Data

As at snapshot date of 05 April 2021

PERCENTAGE OF MEN AND WOMEN RECEIVING BONUS PAY



■ Men ■ Women

Our Gender Pay Gap Report - Analysis

ANALYSIS OF OUR DATA

- The 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 2021.
- We are pleased to share that our median pay gap continues to stand better than the Office for National Statistics (ONS) benchmark, that is, our median pay gap stands at 6.43% compared to the ONS result of 7.9%.
- Our store workforce forms the major part of our workforce. They are paid in line with the payscale set for respective positions and not based on any other factors. So, we are confident that our gender pay gap is a result of higher proportion of males than females in our stores, given the nature of our business (storage/warehouse) and not because of difference in pay rates.
- Coronavirus pandemic has also impacted the data reporting.
- In terms of bonus gap, the data suggests that women have been paid slightly less bonus than men. The variation is mainly because the proportion of women employees is lower than men in our workforce, especially across stores.
- At Store level, we have a performance – based bonus policy in place and are awarded bonus based on the position irrespective of any other factor such as – experience, gender etc.

Steps to address Gender Pay Gap

OUR COMMITMENT

- We are continually committed to ensure a gender balanced workforce and create and maintain a more equitable and inclusive future.
- We aim to achieve this by:
 - Continuing to work towards attracting a more gender balanced shortlists for our job roles.
 - We have appointed Learning & Development Manager to support us in improvising our Learning and Development programmes and initiatives, to elevate leadership capability, ongoing development of our workforce, with special emphasis on inclusion and diversity.
 - We have reintroduced our Onboarding Programme.
 - We are in the process of introducing a more robust programme for career progression.
 - Most importantly, we continue to work towards embracing a more open and inclusive work culture.

Conclusion

CONCLUSION

- We are committed to continue to attract and nurture female talent pool thereby resulting in a gender balanced workforce.
- This statement confirms that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations) 2017 and is signed by Clare Glass, our Director.

DocuSigned by:
Clare Glass
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Director