

Gender Pay Gap Statement

Snapshot Date – 05 April 2022

ACCESS SELF STORAGE LIMITED

Gender Pay Gap 2022

ABOUT THE REPORT

As a private entity with more than 250 employees as at the snapshot date of 05 April 2022, Access Self Storage Limited is required by law to publish an annual gender pay gap report.

The gender pay gap measures the difference in the average pay of all male and female employees across the organisation, 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 2022

MEAN GENDER PAY GAP IN HOURLY PAY

15.05%

MEDIAN GENDER PAY GAP IN HOURLY PAY

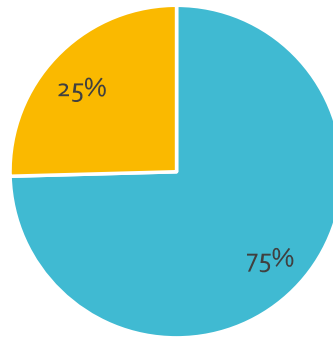
18.18%

Our Gender Pay Gap Data

As at snapshot date of 05 April 2022

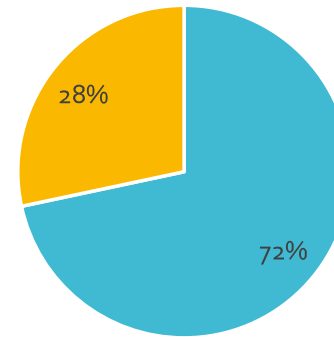
PERCENTAGE OF MEN AND WOMEN IN EACH QUARTILE

UPPER QUARTILE



■ Men ■ Women

UPPER MIDDLE QUARTILE



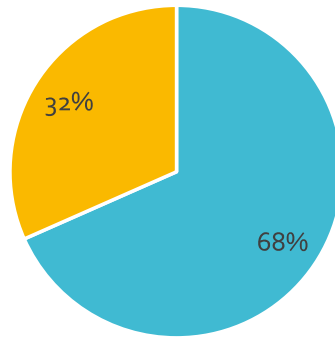
■ Men ■ Women

Our Gender Pay Gap Data

As at snapshot date of 05 April 2022

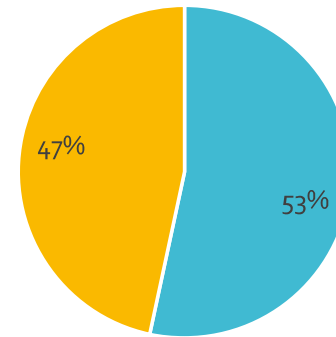
PERCENTAGE OF MEN AND WOMEN IN EACH QUARTILE

LOWER MIDDLE QUARTILE



■ Men ■ Women

LOWER QUARTILE

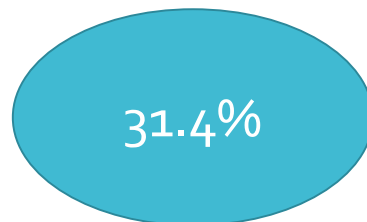


■ Men ■ Women

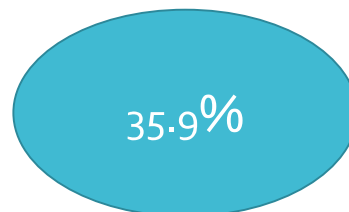
Our Gender Pay Gap Data

*As at snapshot
date of 05 April
2022*

MEAN GENDER BONUS GAP (06 APR 2021 – 05 APR 2022)



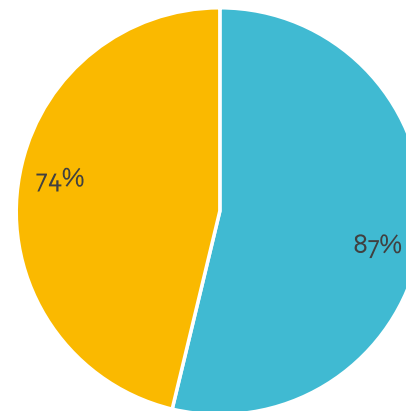
MEDIAN GENDER BONUS GAP (06 APR 2021 – 05 APR 2022)



Our Gender Pay Gap Data

*As at snapshot
date of 05 April
2022*

PERCENTAGE OF MEN AND WOMEN RECEIVING BONUS PAY



■ Men ■ Women

Our Gender Pay Gap Report - Analysis

ANALYSIS OF OUR DATA

- As at 05 April 2022, our mean gender pay gap is recorded at 15.05% which is slightly higher than the Office for National Statistics (ONS) benchmark, that is, 14.6%.
- As at 05 April 2022, our median pay gap stands at 18.1%.
- Compared to 2021 report, we have noted an increase in our gender pay gap for 2022 and this is mainly due to a higher proportion of men than women in our stores, given the nature of our business (storage/warehouse).
- The challenging recruitment market and high demand has also impacted the reporting.
- We are pleased to report that the data does not indicate significant difference in hourly pay rates for men and women in our workforce. Our pay and bonus structure for store – based employees (majority of our workforce) is set based on the positions irrespective of gender or ethnicity or any other factors.
- In terms of bonus gap, the data suggests that women have been paid less bonus than men. This variation is mainly due to less proportion of female staff across our stores.

Steps to address Gender Pay Gap

OUR COMMITMENT

- **We continue to remain committed to reduce the gender pay gap in the coming years and work towards achieving a diverse, inclusive and engaged workforce.**
- **Our Key Strategies:**
 - **Continue to inspire interest from women in our store operational roles and senior leadership roles through our gender neutral recruitment and advertising process.**
 - **We are encouraging employee development through our new move – up training programmes.**
 - **We continue to promote a positive and inclusive culture through our various policies and initiatives.**
 - **We are committed to strengthen our E,D&I agenda through company-wide training initiatives, senior leader workshops and increased internal communications.**

Conclusion

CONCLUSION

- 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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