

# Gender Pay Gap Report

## April 2023

ACCESS SELF STORAGE LIMITED

**access**  
SELF STORAGE



# Gender Pay Gap Overview

## ABOUT THE REPORT

The gender pay gap measures the difference in the average pay of all men and women colleagues 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.

As a private entity with more than 250 employees as at the snapshot date of 05 April 2023, Access Self Storage Limited is required by law to publish an annual gender pay gap report.

## Our Gender Pay Gap Reporting

*As at snapshot  
date of 05 April  
2023*

### MEAN GENDER PAY GAP IN HOURLY PAY

The mean pay gap is the difference in the average earnings between all women and men in our workforce.

12.99%

### MEDIAN GENDER PAY GAP IN HOURLY PAY

The median pay gap is the mid-point between high and low earnings between all women and men in our workforce.

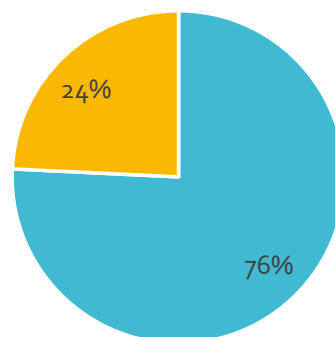
8.06%

## Our Gender Pay Gap Reporting

*As at snapshot  
date of 05 April  
2023*

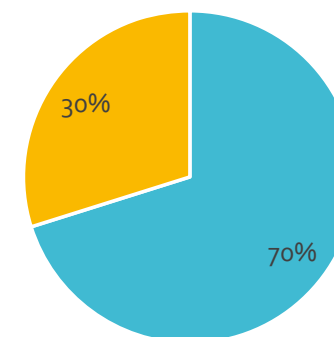
### PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

#### UPPER QUARTILE



■ Men ■ Women ■

#### UPPER MIDDLE QUARTILE



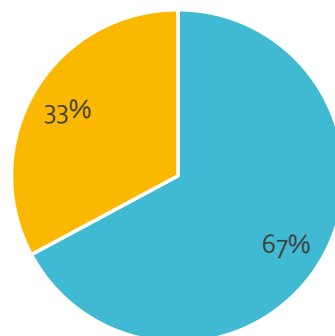
■ Men ■ Women

## Our Gender Pay Gap Reporting

*As at snapshot  
date of 05 April  
2023*

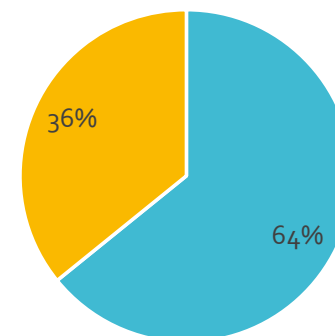
### PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

#### LOWER MIDDLE QUARTILE



■ Men ■ Women ■

#### LOWER QUARTILE



■ Men ■ Women

## Our Gender Pay Gap Reporting

*As at snapshot  
date of 05 April  
2023*

### MEAN GENDER BONUS GAP (06 APR 2022 – 05 APR 2023)

The mean bonus gap is the difference in the average bonus paid to men and women relevant colleagues in our workforce.

8.08%

### MEDIAN GENDER BONUS GAP (06 APR 2022 – 05 APR 2023)

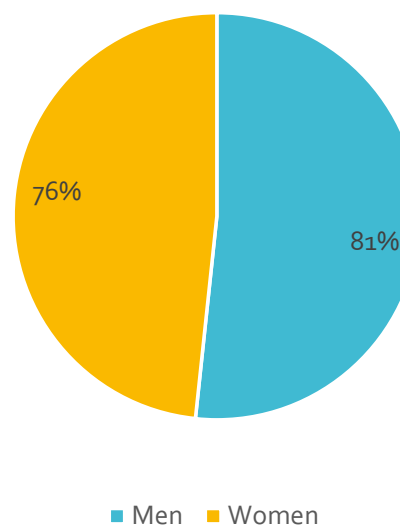
The median bonus gap is the mid-point between high and low bonus paid to men and women relevant colleagues in our workforce.

21.83%

## Our Gender Pay Gap Reporting

*As at snapshot  
date of 05 April  
2023*

### PERCENTAGE OF MEN AND WOMEN RELEVANT EMPLOYEES RECEIVING BONUS PAY



## UNDERSTANDING THE GAP

- We are pleased to report that our 2023 mean gender pay gap fell by 2.06% since the reporting year of 2021/22 and is significantly lower than the national average of 13.9%, as recorded by the Office of National Statistics (ONS).
- Our median pay gap has also remarkably reduced from 18.18% in 2022 to 8.06% in 2023. This is also well below the national average of 14.3%, as recorded by the ONS.
- Our pay and bonus structure for store – based employees (forms the majority of our workforce) is set based on the roles irrespective of gender or ethnicity or any other factors. Our gender pay gap is mainly driven by the fact that the proportion of female colleagues is lower than the male colleagues within our store operations, mainly due to the nature of the business (storage Industry). We, therefore, continue to focus on attracting more women talent into our store operations.
- On the Bonus pay gap, we have noted remarkable improvement as our mean bonus pay gap reduced by 23.2% and our median bonus pay gap reduced by 14.07% since 2021/22 reporting year.

# Our 2023 Gender Pay Gap Analysis



## Our Gender Pay Gap Commitments

### OUR COMMITMENT

Our 2023 Gender Pay and Bonus Gap data demonstrates that our policies and strategies are moving us in the right direction.

Nevertheless, we recognise that we have more to do and therefore we will continue to work towards closing the gender pay gap and promoting a truly inclusive and diverse workforce.

#### ***Our Action Plan:***

- Encourage a more gender balanced shortlists for our job roles.
- Inclusive recruitment training for Hiring Managers.
- Build and promote training programme to develop our female colleagues.
- Continue to build on practices, training programmes and policies that embrace and promote inclusive and diverse work culture.

## 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.

Signed By: *Clare Glass*

Position: Director

Date: 03 April 2024