

Gender Pay Gap Report April 2024

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 2024, 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 2024

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.

14.49%

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.

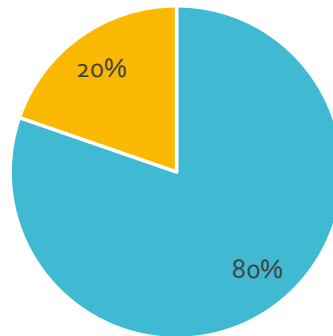
10.13%

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2024*

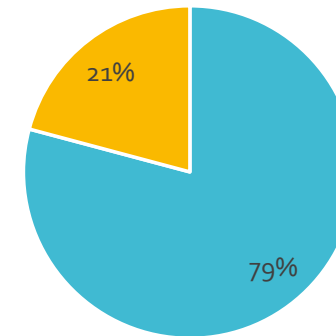
PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

UPPER QUARTILE



■ Men ■ Women ■

UPPER MIDDLE QUARTILE



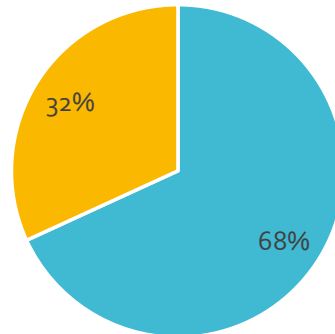
■ Men ■ Women ■

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2024*

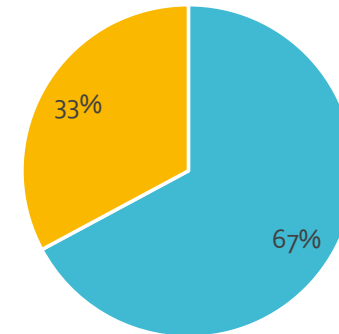
PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

LOWER MIDDLE QUARTILE



■ Men ■ Women ■

LOWER QUARTILE



■ Men ■ Women ■

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2024*

MEAN GENDER BONUS GAP (06 APR 2023 – 05 APR 2024)

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

-22.0%

MEDIAN GENDER BONUS GAP (06 APR 2023 – 05 APR 2024)

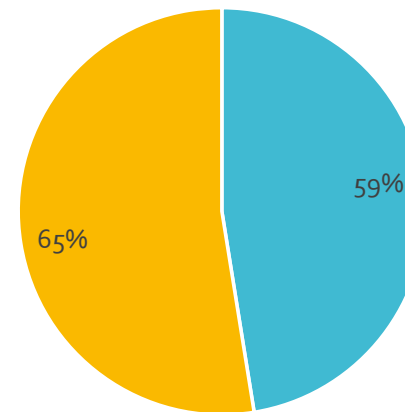
The median bonus gap is the mid-point between high and low bonus paid to men and women relevant colleagues in our workforce.

-35.8%

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2024*

PERCENTAGE OF MEN AND WOMEN RELEVANT EMPLOYEES RECEIVING BONUS PAY



■ Men ■ Women

Our 2024 Gender Pay Gap Analysis

UNDERSTANDING THE GAP

- Our 2024 mean gender pay gap stands at 14.4% which is slightly above the national average of 13.8%, as recorded by the Office of National Statistics (ONS). However, we are pleased to report that our median pay gap stands at 10.1% which is below the national average of 13.1%.
- Our store workforce constitutes the major part of our workforce. Their pay rates are in line with the pay scale set for respective roles rather than any other factors. We are confident that the main driver of this increase in the mean pay gap is the higher proportion of men than women colleagues in our stores, given the nature of our business (storage/warehouse).
- In terms of bonus gap, the data suggests that women have been paid higher bonus than men. This is because the distribution of bonus payments is among a higher proportion of men compared to women colleagues.

Our Gender Pay Gap Commitments

OUR COMMITMENT

Changing the gender pay gap is an ongoing process and we continue to work towards closing the gap and promoting a truly inclusive and diverse workforce.

Our Action Plan:

- Continue to promote a more inclusive and diverse recruitment especially for our store teams.
- Continue to develop and offer progression opportunities for our workforce with tailored learning and development initiatives.
- Continue to develop our wider policies and benefits that we offer.

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*
FULL NAME: CLARE GLASS
POSITION: DIRECTOR
DATE: 03 APRIL 2025