

Gender Pay Gap Report April 2025

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 2025, 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 2025

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.

8.70%

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.

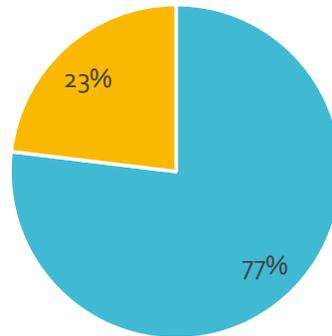
6.39%

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2025*

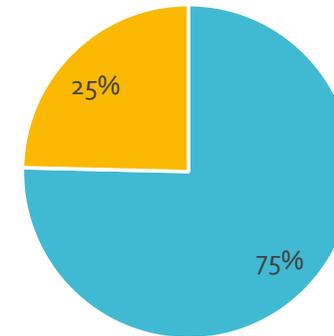
PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

UPPER QUARTILE



■ Men ■ Women ■

UPPER MIDDLE QUARTILE



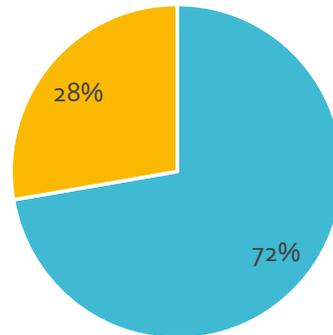
■ Men ■ Women ■

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2025*

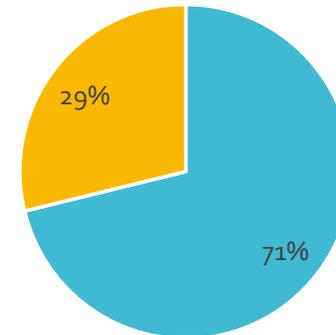
PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

LOWER MIDDLE QUARTILE



■ Men ■ Women ■

LOWER QUARTILE



■ Men ■ Women ■

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2025*

MEAN GENDER BONUS GAP (06 APR 2024 – 05 APR 2025)

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

5.67%

MEDIAN GENDER BONUS GAP (06 APR 2024 – 05 APR 2025)

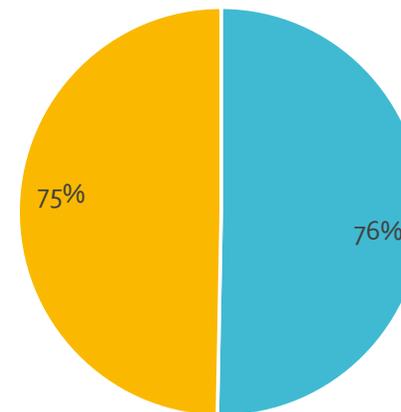
The median bonus gap is the mid-point between high and low bonus paid to men and women relevant colleagues in our workforce.

13.94%

Our Gender Pay Gap Reporting

*As at snapshot
date of 05 April
2025*

PERCENTAGE OF MEN AND WOMEN RELEVANT EMPLOYEES RECEIVING BONUS PAY



■ Men ■ Women

Our 2025 Gender Pay Gap Analysis

UNDERSTANDING THE GAP

- Our results show continued progress in narrowing gender pay gap across Access Self Storage. The mean gender pay gap has reduced to 8.70% in 2025, a significant improvement from 14.49% in 2024.
- Our median pay gap stands at 6.39% remaining well below the national average of 12.8%.
- Given the nature of our business, predominantly storage operations, there is typically lower interest from women for these roles. As a result, our workforce remains more male represented within store environments where structured, role-based pay scales apply. This continues to influence our overall gender pay outcomes. However, we remain committed to increasing female representation across our store teams.
- Despite the above, our bonus data shows that the proportion of men and women receiving bonus payments remains closely aligned.

Our Gender Pay Gap Commitments

OUR COMMITMENT

Closing gender pay gap is an ongoing journey and we remain committed to narrowing the gap while encouraging and promoting an inclusive and diverse workplace.

Our Action Plan:

- Strengthen inclusive and diverse recruitment practices particularly for our store teams.
- Continue our focus in strengthening progression pathways and learning opportunities.
- Develop and promote inclusive and family friendly policies, that help us attract, support and retain more women across the workforce.

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.

Clare Glass

Director