

Gender Pay Gap Statement 2020

ACCESS SELF STORAGE LIMITED

Gender Pay Gap 2020

ABOUT THE REPORT

As a private entity with more than 250 employees as at the snapshot date of 05 April 2020, 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 2020

MEAN GENDER PAY GAP IN HOURLY PAY

14.95%

MEDIAN GENDER PAY GAP IN HOURLY PAY

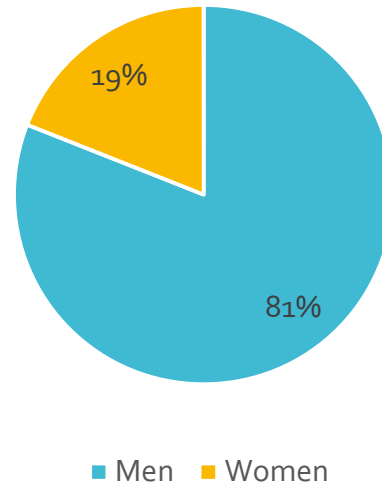
6.41%

Our Gender Pay Gap Data

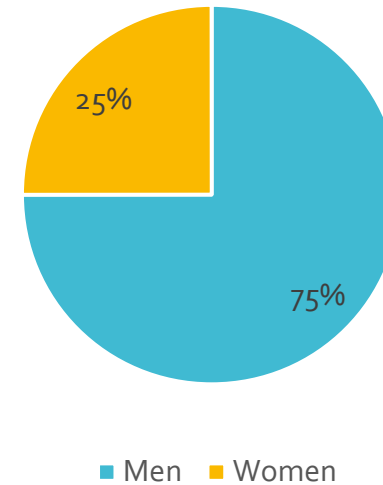
As at snapshot date of 05 April 2020

QUARTILE PAY BANDS BY GENDER

UPPER QUARTILE



UPPER MIDDLE QUARTILE

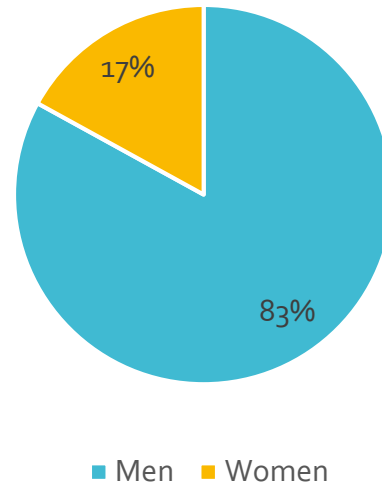


Our Gender Pay Gap Data

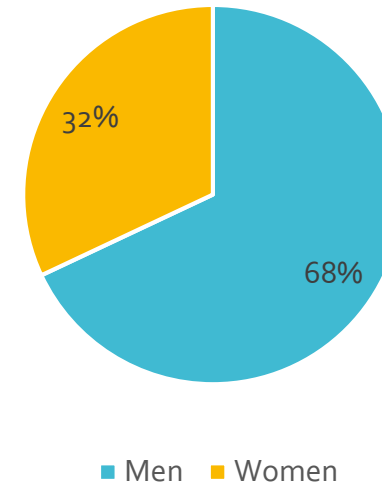
As at snapshot date of 05 April 2020

QUARTILE PAY BANDS BY GENDER

LOWER MIDDLE QUARTILE



LOWER QUARTILE



Our Gender Pay Gap Data

*As at snapshot
date of 05 April
2020*

MEAN GENDER BONUS GAP (06 APR 2019 – 05 APR 2020)



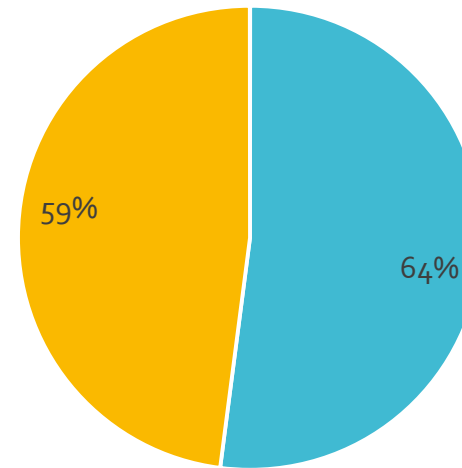
MEDIAN GENDER BONUS GAP (06 APR 2019 – 05 APR 2020)



Our Gender Pay Gap Data

*As at snapshot
date of 05 April
2020*

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 2020.
- We are pleased to share that our median pay gap stands significantly better than both the Retail sector and the Office for National Statistics (ONS) benchmark, that is, our median pay gap stands at 6.41% compared to the ONS result of 15.5% and Retail sector of 7.0%.
- Our store workforce constitutes 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.
- In terms of bonus gap, the data suggests that women have been paid higher bonus than men. The variation is not because men are generally paid less bonuses than women but because the distribution of bonus payments is among a higher proportion of men compared to women.
- 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.**
- **In order to achieve this,**
 - **We are focussing and working towards attracting a more gender balanced shortlists for our job roles. In 2020/21, we have seen a growth in interest from female applicants and have been successful in hiring talented women professionals in our Management positions.**
 - **We are focussing on strengthening and improvising our Learning and Development programmes and initiatives, to elevate leadership capability with special emphasis on inclusion and diversity.**
 - **We are also working 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.

SIGNED:  DocuSigned by:
Clare Glass
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FULL NAME: CLARE GLASS
POSITION: DIRECTOR
DATED: 05 OCTOBER 2021