**ALGECO STORAGE LTD**

All large UK companies employing over 250+ people are required to report the following

gender pay gap figures:

* Gender pay gap (mean and median figures)
* Gender bonus gap (mean and median figures)
* Proportion of men and women receiving bonuses
* Proportion of men and women in each quartile of the Company’s pay structure

As a leading provider of portable accommodation and secure storage containers, at Algeco Storage

we welcome this step. Algeco Storage are committed to creating a culture that values and

recognises equality, diversity and inclusion in our workforce.

Within the hire sector previously, the majority of our job roles have been multi-skilled yard workers

and Heavy Goods Vehicle (HGV) drivers due to the nature of the service that Algeco Storage offers. This has meant that the balance of the workforce has historically been dominated by male employees.

Over recent years, Algeco Storage has continued to grow and invest in our people, and we have demonstrably increased our commitment and focus to succession planning to support the future needs of the business.

Reviewing our structure in line with business needs and responding flexibly has increased the variety of job opportunities which are available, and our approach has enabled us to widen the skills pool and the opportunities which we have available for talent within the organisation. In 2021/2022 we increased our internal promotion rate to 49% from 40% prior year through internal development and promotions. 40% of our internal promotions in March 2021 – April 2022 were female. This was also an increase on prior year.

We are committed to attracting, retaining and developing the careers of all employees, regardless of their sex. We are therefore pleased to report that this year we have continued to increase our number of female job applications for roles within the Company, including our Yard and Driver roles as well as in the Support Centre and Offices.

The gender pay gap takes into account all roles at all levels of the Company, rather than comparing pay received by women and men performing the same roles. We regularly review our employee pay to ensure men and women are treated equally when performing the same role.

We are therefore confident that we do not have an equal pay issue at Algeco Storage.

At the end of this report, we have highlighted our ongoing plan to continue to achieve this.

**Our Gender Pay Gap Figures**

At Algeco Storage our gap between the hourly rate for women and men is 27%. However, it is also significant and important to note that women at Mobile Mini are only 15% less than men when reporting the median average hourly rate. Median averages are useful to indicate the ‘typical’ situation within a Company and are not distorted by very large or small rates.

It is therefore also very important to note alongside these figures that the mean bonus pay received by female employees during April 21 - 22 was 18.2%. The prior year figure was 21.4% which demonstrates a reduction in the gap between females and males. When reviewing the median bonus pay females received 18% lower than males.

We are proud that we ensure that all employees are entitled to a bonus or commission reward regardless of their gender or role and the fact that all employees are directly rewarded for the Company’s success.

This gender pay gap is therefore not linked to the ability or potential of both our female and male employees to earn bonus or commission.

When considering the total bonus payments which were received by our employees during April 21- April 22, around 94% of both males and females received a bonus payment.

**Algeco Storage Figures**

**Gender Pay Gap (Mean and Median)**

Mean

27%

Median

15%

These results demonstrate our mean and median hourly gender pay gap, at the snapshot date of the 5th April 2022.

**Gender Bonus Gap (Mean and Median)**

Median

18%

Mean

18.2 %

**Proportion of men and women who received a bonus**

Female

93.9%

Male

94.4%

**Quartiles**

At Algeco Storage, we believe that our gender balance will change as we continue our work to support all aspects of diversity. Below are steps that we are taking to reduce this gap and we recognise that making a significant difference will take time.

**Attract, recruit and retain employees**

* We will continue to regularly review our recruitment processes to ensure that we are always transparent and fair.
* We will continue our ongoing programme of leadership development to ensure that our leaders are well trained and make competent and fair decisions regarding people, recruitment and pay.
* We are focusing on updating our website and dedicated careers site to help attract the best talent to our business, with a focus on positive female representation
* We regularly update and review our job adverts to ensure that it appeals to the widest possible talent pool.
* We have increased our focus on promoting and supporting flexible working. All employees can apply for flexible working from day one of employment.
* We also focus on retaining employees returning from Maternity/Paternity/Adoption leave by ensuring we keep on exploring flexible ways of supporting employees in line with business requirements.
* We will continue to build partnerships with different bodies to ensure we encourage female talent into our industry.

**Training and Development**

* We will continue to invest in talent development, an example of this is our development programmes which are aimed at potential leaders for the future. We will ensure that we have a high number of women included on this programme.
* We will continue to develop our apprenticeship programme to ensure that the roles are gender neutral and provides opportunities for women to be involved in learning new skills.
* We will continue to work with our leaders to ensure that our succession plans and the development plans supporting these are inclusive.

The data in this report is accurate and in line with Government reporting regulations.



Helen Johnson

Director of People & Development