

## Gender Pay Gap Reporting

Algeco is a progressive employer and are passionate about fairness, equality and inclusion, and are committed to become a diverse and inclusive organisation that allow colleagues to be their authentic selves.

The following data represents results for Algeco, which employs over 250 people. Gender pay is a measure of the difference between men’s and women’s average earnings across an organisation. It is expressed as a percentage of men’s earnings. It is important to remember this is different to equal pay, which shows the difference in pay on a like for like basis.

The snap shot date for the data below is 5<sup>th</sup> April 2022.

Each year companies publish figures for Gender Pay Gap reporting for:

- Mean and median gender pay gap in hourly pay
- Mean and median bonus gender pay gap
- Proportion of males and females who receive a bonus
- Distribution of males and females across pay quartiles

### Gender Pay Gap – Hourly Pay and Bonus Pay

The analysis of pay information has identified that male employees have a slightly higher hourly pay however compared to our submission for 2022/23 we have reduced our mean average hourly pay difference by 38% to give us a mean percentage of 4.6%

The following table shows our overall mean and median pay gap based on hourly rates of pay.

	<u>Hourly Pay</u>	<u>Bonus Paid</u>
<b>Mean</b>	4.6%	-52.4%
<b>Median</b>	2.4%	0%

The figures show the difference between the mean and median hourly and bonus pay of all relevant male and female employees irrespective of their role.

The results are shown as a percentage of male employees’ pay so a positive percentage mean figure it shows females have been paid lower than male pay.

The closer the number is to zero, the less of a gap there is.

### Proportion of employees receiving a bonus

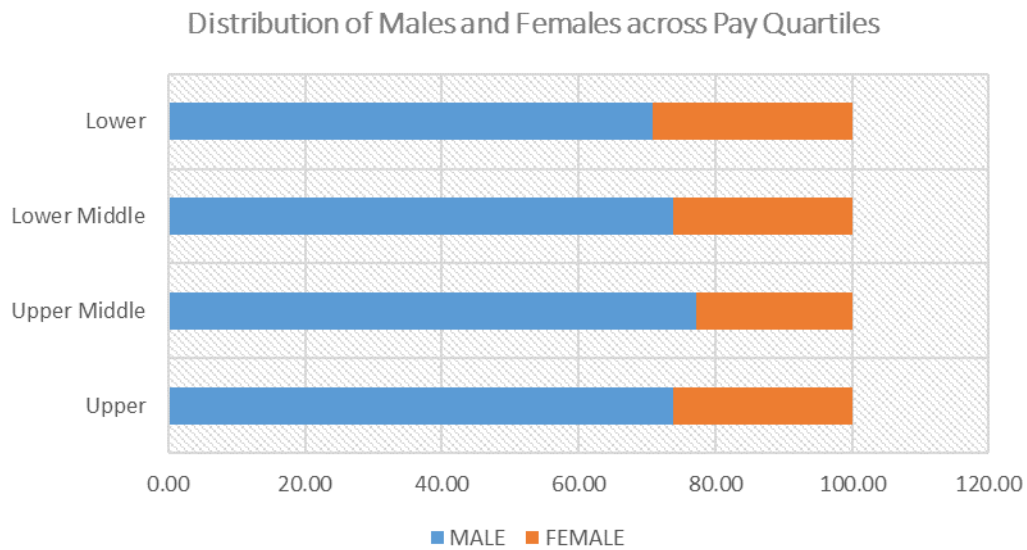
All our employees are eligible to a bonus or commission scheme.

95.32% of all employees received a bonus in 21/22. The graph below shows the proportion of eligible employees who received a bonus payment



**Distribution of males and females across pay quartiles**

The below illustration shows the proportion of male and female employees in each of the four pay bands, where the Upper Quartile represents the highest paid and the Lower quartile representing the lower pay.



**Mean Gender Pay breakdown**

DECLARATION

I hereby confirm that the information provided in this report has been accurately collated and reported in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Managing Director

Keith Dorling