



GENDER PAY GAP REPORT – 2024 (reporting period to April 2023)

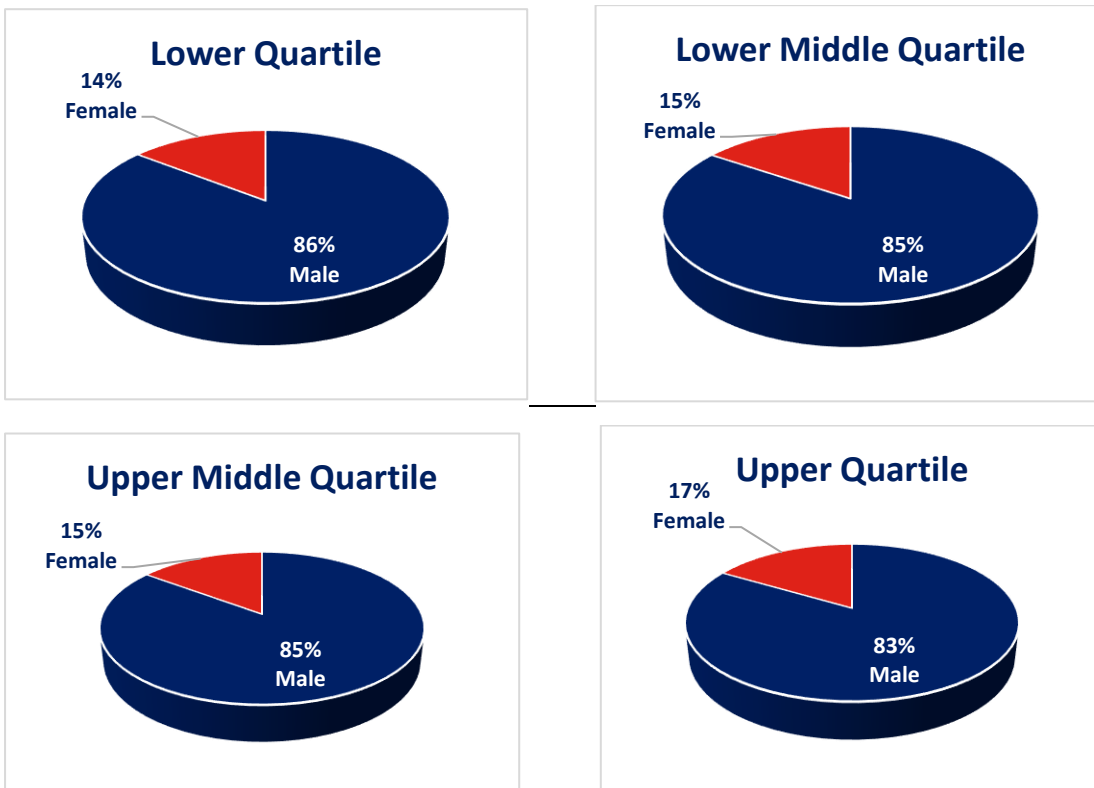
GAP Hire Solutions is the UK’s largest family-owned and run equipment hire company. With over 2000 employees nationwide we are passionate about our people and committed to recruiting, retaining and developing the most talented people. Rewarding men and women equally based on their performance, skills and experience and employing a diverse and motivated workforce is crucial to our on-going business success.

Pay

	Mean	Median
Hourly Pay	5.01%	-1.16%
2023 Comparison	3.23%	-3.17%

Since Gender Pay Gap reporting began in 2017, our statistics continue to show that there is no significant gender pay bias within the Company and is favourable against the 2023 national average gender pay gap of 14.3% for all workers. (ONS.GOV.UK)

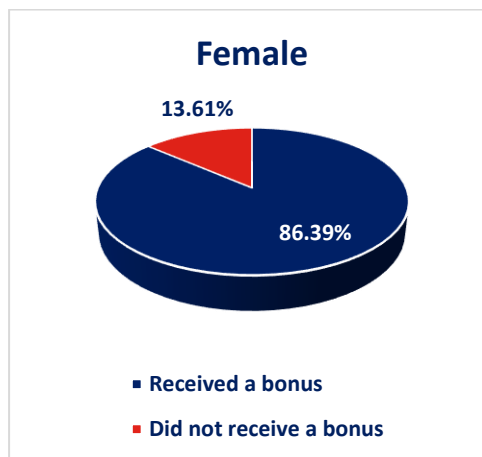
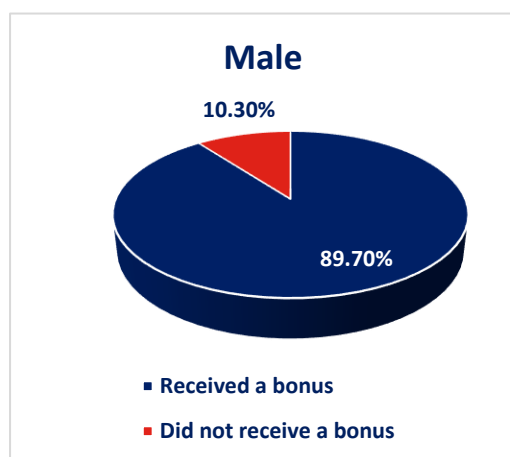
Pay Quartiles



Bonus

All employees are eligible to participate in a bonus scheme based on the performance of the company and the employee's individual performance against specific objectives.

	Mean	Median
Bonus	31.51%	-12.51%
2023 Comparison	28.04%	-10.83%



The median bonus payment for females remains higher than for males. Almost half of the females receiving a bonus are in management, sales, central support and customer service roles whereas most males receiving a bonus are in workshop based roles.

The mean bonus payment gap for males has increased slightly compared with the 2023 report which reflects the majority split of males compared to females in senior leadership roles and is not uncommon in the industry in which we operate.

Our workforce demographic is typical of the sector in which we work where the greatest proportion of employees are plant mechanics, engineers, drivers and workshop operatives producing a split of 85% male and 15% female.

Within management, sales and customer service roles, however, the split shows a higher level of diversity with 34% of these roles held by females.

We remain committed to creating a more diverse workforce across all areas of our business and continue to promote career opportunities and progression regardless of gender. Our award-winning apprenticeship programme is intrinsic in facilitating a change to the perception of gender bias roles within the industry.

I confirm that the information provided in this report is accurate.

Catriona Dunning
Head of Human Resources