

HSS HIRE GENDER PAY REPORT 2018

“ At HSS Hire Group we know that a diverse workforce is a better workforce. When you bring people together with different backgrounds, experience and ideas they bring different things to the table, challenge each other more and they drive each other to do better. ”

UNDERSTANDING THE HIRE INDUSTRY

The hire industry is traditionally male dominated but we are committed to ensuring we create an inclusive culture and a great place to work, where we reward all colleagues fairly. To achieve this we know that we have to work hard to showcase the best our business has to offer so that we can attract and retain more women. We also recognise that effecting lasting change will take time.

In terms of make-up, our data shows a slight decline in the balance of men and women over the period. This is due to cost reduction activity in early 2018 that led to headcount reductions in a number of our central functions where women are better represented. It is encouraging, however, that we gained traction in some of our more male dominated roles such as our Service Technician population, where the number of women increased by 4%.



84.2

% of
HSS Male
employees



15.8

% of
HSS Female
employees

	2017	2018
Male	82.5%	84.2%
Female	17.5%	15.8%

THE PAY GAP

Our results this year highlight that last year's 8.2% median pay gap closed with women's median pay in 2018 being 2.9% higher than men's. We remain committed to rewarding our colleagues fairly, regardless of gender.

% PAY GAP	2017	2018
Median	8.2%	-2.9%
Mean	0.0%	-1.0%

% difference between Male & Female HSS employees

% Gender split by pay band	2017		2018	
	Men	Women	Men	Women
Upper (75-100%)	82.2%	17.8%	84.8%	15.2%
Upper Middle (50-75%)	83.2%	16.8%	82.1%	17.9%
Lower Middle (25-50%)	80.6%	19.4%	83.6%	16.4%
Lower (0-25%)	83.9%	16.1%	86.5%	13.5%

ANALYSIS OF COLLEAGUES RECEIVING BONUS

During the reporting period, we restructured some of our bonus schemes to ensure we were driving the right behaviour for better results.

The majority of our senior level sales roles are occupied by men, whilst many of our female sales colleagues are in more junior roles which receive a lower level of bonus payment. Bonus structures are always determined on role, so where men and women are in the same role, they are entitled to the same level of bonus payment.

% of colleagues receiving bonus pay



32.6

2018 % of
HSS Male
employees



43.3

2018 % of
HSS Female
employees



37.9

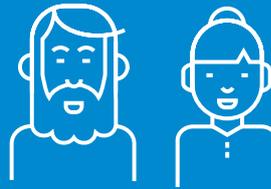
2017 % of
HSS Male
employees



39.0

2017 % of
HSS Female
employees

% Median & Mean bonus gap



% BONUS GAP

Median

Mean

2017

12.4%

44.6%

2018

9.1%

25.0%

% difference between Male & Female HSS employees

OUR COMMITMENT TO DIVERSITY

We continually develop our employer brand to demonstrate the range of opportunities we have available to both men and women at the HSS Hire Group, and aim to have balanced short-lists for all job roles. In addition, we are currently overhauling our careers website, and working to ensure that all our job adverts are gender neutral.

We know that ensuring our existing colleagues feel valued and supported is just as important as attracting new women into our business so we offer a benefits package that includes family friendly options such as healthcare, enhanced maternity benefits, time off for IVF treatment, and a variety of discount schemes.

An important campaign within our business calendar each year is the celebration of International Women's Day, where we encourage colleagues to nominate their inspirational female colleagues, and share stories and photos on social media. We have also introduced mandatory e-learning on diversity and respect in the workplace for all colleagues, to ensure we all have a clear understanding of what team behaviour is expected at work.

Our colleagues are the most important part of our business, and we believe that continuing to build a diverse workforce and a great place to work that is rewarding for everyone is essential in driving and sustaining our long term business success.

Steve Ashmore
CEO, HSS Hire

