

HSS HIRE GROUP

GENDER PAY REPORT 2020

Here at HSS we strive to create a diverse and welcoming workforce that recognises and rewards colleagues based on skillset, merit and contribution, regardless of factors like gender.

Despite the challenges of 2020, and some significant changes within our business, we have made some positive steps in enhancing the ways in which we engage, recognise and reward our colleagues, as well as the ways in which we work. We hope that these developments will help us to attract more women into our business and industry moving forward.

UNDERSTANDING OUR INDUSTRIES

The hire industry in the UK is typically male dominated, similar to industries like construction which form a key part of our customer base. Whilst we recognise the challenges associated with attracting more women into industries like these, we are committed to creating roles, workplaces and reward packages which will appeal to more women. We hope that by enhancing our benefits package with initiatives such as more flexible, remote working opportunities, and enhanced family leave and support, we will make our industry and roles appealing to more women.

Our male female split remains the same as 2019. Recruitment has remained low throughout 2020, primarily due to the impact of the Covid-19 pandemic, which would also account for our figures remaining the same.



85

% of
HSS Male
colleagues



15

% of
HSS Female
colleagues

THE PAY GAP

Our pay gap has remained broadly the same as 2019. We are significantly ahead of the UK national average gender pay gap which is 15.5% amongst all employees (full and part time).

We remain committed to rewarding our colleagues fairly based on the job they do at HSS, and not on factors such as gender.

% PAY GAP	2020
Median	-1.01%
Mean	-1.0%

% GENDER SPLIT BY PAY BAND	2020	
	MEN	WOMEN
Upper (75-100%)	86%	14%
Upper Middle (50-75%)	85%	15%
Lower Middle (25-50%)	82%	18%
Lower (0-25%)	89%	11%

ANALYSIS OF COLLEAGUES RECEIVING BONUS

Throughout 2020 the number of women earning a bonus payment across various areas of our Group business increased, and the bonus pay gap reduced. This was primarily due to a number of new bonus schemes we implemented across our operational teams, and key support functions such as finance, which are typically female dominated. This has enabled more of our female colleagues to earn a bonus in 2020.

Our bonus payment measures and targets are determined by role and responsibilities, so where men and women are in the same role, they are eligible for the same level of bonus payment, with payment levels dependent on individual performance.

% of colleagues receiving bonus pay



47

% of
HSS Male
colleagues



50

% of
HSS Female
colleagues

% Median & Mean bonus gap

% BONUS GAP	2020
Median	13.95%
Mean	0.00%

% difference between Male & Female HSS colleagues

MAKE IT TOGETHER

At HSS we recognise the importance and value of a diverse workforce. Bringing together people from a range of different backgrounds, with different experiences and skill sets helps us to add value, offer a market leading service to our customers, and create meaningful careers and opportunities for our colleagues.

We anticipate that the changes we have implemented to our operating model throughout 2020 will support the attraction of more women into our business. Our new digital sales roles allow for more flexible working hours, and home working. Our support functions are also now operating on a remote working basis, so colleagues can split their time between home working and attending our office locations in a way which suits them and the business. We have also expanded our bonus schemes and flexible benefits offering so we have more to offer candidates looking to join our business.

Our colleagues are key to our success, and we want to ensure that they are engaged, and rewarded fairly for the hard work they do, regardless of factors like gender. We continue to work towards creating a more diverse workforce, by continually developing our approach to attraction, retention and engagement.

Steve Ashmore
CEO, HSS Hire Group