

# HSS HIRE GROUP GENDER PAY REPORT 2021

Make it together is one of our core values at HSS, and we know that the best workforces are made up of a diverse group of colleagues, who bring different experiences and viewpoints to the table.

We are committed to creating a diverse and supportive workforce across our Group business, where every colleague is valued and rewarded fairly based on their skills and contribution, and not on factors like gender.

## UNDERSTANDING OUR INDUSTRIES

Hire is a male dominated industry in the UK and Ireland, with men making up the majority of workers. Over the past few years, we have been committed to creating opportunities which also appeal to women, and promoting the rewarding careers hire has to offer. Our move to more hybrid and remote working has allowed us to create more flexible working patterns, which we believe will help us in fostering a more diverse workforce.

In 2021 we have increased the proportion of women in our business to 18%, vs. 15% in 2020. Throughout 2022 we intend to build upon our diversity, equality and inclusion strategy to help drive further improvements in the makeup of our workforce.



82

% of  
HSS Male  
colleagues



18

% of  
HSS Female  
colleagues

## THE PAY GAP

Our stats demonstrate that our female colleagues are paid slightly more than males, and we are significantly ahead of the UK national average pay gap of 15.4% for all employees (full and part time), which has increased from 2020.

We retain our commitment to rewarding colleagues fairly for the job they do for us, regardless of factors such as gender.

% PAY GAP	2021
Mean	-6.87%
Median	-8.45%

% GENDER SPLIT BY PAY BAND	2021	
	MEN	WOMEN
Upper (75-100%)	79.25%	20.75%
Upper Middle (50-75%)	81.72%	18.28%
Lower Middle (25-50%)	84.80%	15.20%
Lower (0-25%)	87.44%	12.56%



## ANALYSIS OF COLLEAGUES RECEIVING BONUS

Again, we see female colleagues receiving a higher bonus payment than males. Over the past two years we have expanded our bonus schemes so more female colleagues are eligible to achieve a bonus payment, however there are still a lot of female colleagues in roles which don't qualify for bonus payments, such as support functions, which accounts for the higher proportion of men receiving a bonus.

Our bonus schemes are developed by role, so where male and female colleagues are in the same role, they can achieve the same level of bonus payment, dependent on individual performance.

### % of colleagues receiving bonus pay



68

% of  
HSS Male  
colleagues



55

% of  
HSS Female  
colleagues

### % Median & Mean bonus gap

#### % BONUS GAP

2021

Median

-43.36%

Mean

-17.32%

% difference between Male & Female HSS colleagues

## MAKE IT BETTER

At HSS we are always looking for ways to make it better, and this includes ensuring we foster a diverse and rewarding place to work for our colleagues across the Group. We are committed to further expanding and improving our diversity, equality and inclusion strategy in 2022 and beyond. Our plans reach beyond gender, and include more extensive colleague and management training, establishing a new diversity committee, increased awareness across our internal communications, and enhanced inclusivity within our recruitment activity.

We want to be the best place to work in hire and that means ensuring our colleagues all get a rewarding place to work, feel valued as part of a diverse team, and that we're attracting new people to our business to bring in more skills and experience. We can only do this by fostering an inclusive and diverse workforce, and we are committed to improving this further in 2022 and beyond.

**Steve Ashmore**  
CEO, HSS Hire Group