

HSS HIRE GROUP GENDER PAY REPORT 2022

Our people are at the forefront of our business, and we are dedicated to creating and fostering a welcoming and diverse workplace, where everyone is rewarded fairly for the job they do.

Throughout 2022, diversity has played a key role in our enhanced ESG strategy, and we have introduced a number of new initiatives to help encourage positive conversation and aid us in attraction and retention of a diverse workforce.

UNDERSTANDING THE HIRE INDUSTRY

Hire is typically a male dominated industry throughout the UK and Ireland, similar to associated industries like construction, and it can be challenging to attract women into our workforce.

Over the past few years, we have been reviewing and exploring different options for some of our working patterns, benefits packages, and family friendly policies to ensure we foster an inclusive workplace for everyone.

Our recruitment team have also completed an extensive review of our job role advertising to ensure we're promoting our roles in a way which appeals to everyone.



82

% of
HSS Male
colleagues



18

% of
HSS Female
colleagues

THE PAY GAP

Our statistics demonstrate that women in our workforce are paid slightly more than men, and we are significantly ahead of the UK national average pay gap of 14.9% for all employees (full and part time).

We remain committed to ensuring that all our colleagues are rewarded fairly for the job they do.

% PAY GAP	2022
Mean	-10.30%
Median	-4.02%

% GENDER SPLIT BY PAY BAND	2022	
	MEN	WOMEN
Upper (75-100%)	80.00%	20.00%
Upper Middle (50-75%)	81.06%	18.94%
Lower Middle (25-50%)	82.30%	17.70%
Lower (0-25%)	84.43%	15.57%

COLLEAGUES RECEIVING A BONUS

Over the past few years, we have worked to review our bonus schemes to ensure that more women have the opportunity to achieve a bonus. Where men and women are in comparable roles, they have the potential to earn the same level of bonus based on their individual performance.

% of colleagues receiving bonus pay



52

% of
HSS Male
colleagues



54

% of
HSS Female
colleagues

% Median & Mean bonus gap

% BONUS GAP	2022
Median	-39.11%
Mean	23.16%
% difference between Male & Female HSS colleagues	

MAKE IT TOGETHER

Only by working together across our various business divisions and teams can we create a truly welcoming and diverse workforce, which values and rewards everyone equally, and gives them opportunities to build a long term career regardless of gender or any other factors.

Throughout 2022 we have really pushed forward our diversity agenda, creating a new colleague council and women's networking group to discuss the challenges and drive positive change across our business, all led by our colleagues. We've introduced new training activity, awareness communications, a colleague podcast, and much more to bring these areas to the forefront and ensure we're all doing our part to make things better.

We're confident that these changes will help us in our mission to attract more women into the hire industry and ensure everyone is made to feel welcome and valued. This is just the beginning, and we continue this commitment to positive change into 2023.

Steve Ashmore
CEO, HSS Hire Group