

HSS HIRE GENDER PAY REPORT 2023

Our colleagues are what set us apart, offering a truly exceptional service to our customers, and in return we're committed to fostering a workplace that is welcoming to everyone, rewards our colleagues fairly for their hard work, and helps them to grow their careers.

UNDERSTANDING OUR BUSINESS & INDUSTRY

The hire industry, and many of our customer industries such as construction, are generally predominantly male, but we are passionate about challenging this and creating more opportunities for female colleagues to join our business and build rewarding careers.

Many of the female colleagues within HSS Hire are based in our support function roles such as HR and Finance, and we are working hard to increase female representation within our Operational areas.



92

% of HSS Male colleagues



8

% of HSS Female colleagues

THE PAY GAP

The data demonstrates a pay gap in favour of female colleagues, which can be attributed to the higher percentage of women within the two upper quartiles.

We are committed to ensuring that all colleagues are rewarded fairly for the hard work they do for our business.

% PAY GAP	2023
Mean	-96.55%
Median	-21.69%

% GENDER SPLIT BY PAY BAND	2023	
	MEN	WOMEN
Lower	94.84%	5.16%
Lower Middle	94.84%	5.16%
Upper Middle	92.06%	7.94%
Upper	84.52%	15.48%

COLLEAGUES RECEIVING A BONUS

The bonus gap demonstrated in the median figure is due to higher levels of bonus going to some of the male colleagues in the senior management team. Where colleagues are in comparable roles they have the potential to earn the same level of bonus based on individual performance.

% of colleagues receiving bonus pay



38.35

% of
HSS Male
colleagues



44.71

% of
HSS Female
colleagues

% Median & Mean bonus gap

% BONUS GAP	2023
Median	-252.94%
Mean	16.14%

% difference between Male & Female HSS colleagues

OUR COMMITMENT TO EQUALITY

We know that we have more to do within our business to increase the number of female colleagues joining our business, and this is something we're committed to improving.

ATTRACTION & RETENTION

Throughout 2023 we completed a thorough assessment of the facilities at all our distribution centres to ensure they were equipped for female colleagues to feel welcome and comfortable. As a result of this, we've made improvements to facilities at a number of our locations.

We've also been trialling new ways of attracting women into our business and the wider hire industry, partnering with organisations such as Open Doors to showcase the career opportunities available to school leavers looking towards their futures. We also have trials running for part time roles, and advertising on sites such as Net Mums to reach a broader talent pool of women who could build lasting careers in our Operational areas.

ED&I STEERCO AND COLLEAGUE COUNCIL

Our ED&I steerco comprises senior leaders from across our Group business who meet quarterly to discuss key ED&I initiatives and ensure we are making progress against our targets and strategy. They are supported in this by our ED&I colleague council, comprised of volunteers with a passion for driving diversity. They meet monthly and help to drive engagement and communications activities based on key awareness campaigns, religious holidays and celebration days from different nations which our colleagues care about or celebrate outside work.

These activities and initiatives are just a few examples which demonstrate our commitment to fostering a workplace which welcomes all, regardless of factors like gender, and this will continue to remain a key focus for us in 2024 and beyond.