

HSS THE HIRE SERVICE COMPANY

GENDER PAY REPORT 2024



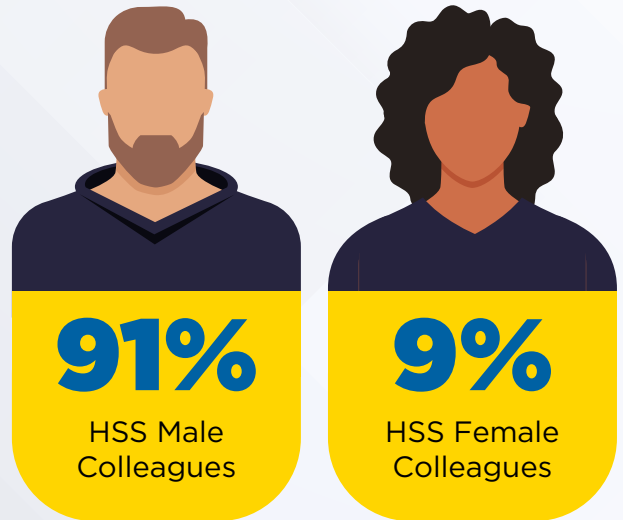
At HSS, it's the people that make our business special; it's our people who make this a great place to work and a great place for customers to hire from. In return, we want to make sure that everyone feels welcome, rewarded fairly for their hard work and supported in their career.

Our gender pay gap report allows us to share our current gender pay gap figures and talk about the efforts we are making across the business to encourage diversity and equality.

OUR BUSINESS AND INDUSTRY

The hire industry and the wider construction industry within which we operate, are traditionally male dominated environments, but at HSS we are passionate about creating opportunities for everyone. We have worked hard to attract more women to our business and - whilst there is still more to do - we are pleased to have seen a year-on-year increase in the percentage of female colleagues.

At HSS, and other businesses like ours, many of the female colleagues work in support function roles such as Sales, HR and Finance. Whilst the majority here still do so, we are pleased to have also seen an increase in female representation in operational roles.



THE GENDER PAY GAP

The data shows a gender pay gap that continues to be in favour of female colleagues, although the gap has narrowed significantly from 2023 to become more balanced.

Whilst we have a fairly small proportion of women on our workforce overall, the female-biased gender pay gap can be attributed to the higher percentage of those who sit in managerial or support function roles and are in the upper pay quartiles.

However, we are encouraged by the decrease in the pay gap differential alongside a year-on-year increase across the lower and middle pay quartiles, reflecting not only an increase in more women in frontline roles but also a more equal gender pay balance across the business.

| % PAY GAP | 2023 | 2024 |
|---------------|---------|---------|
| Mean | -96.55% | -25.15% |
| Median | -21.69% | -13.85% |

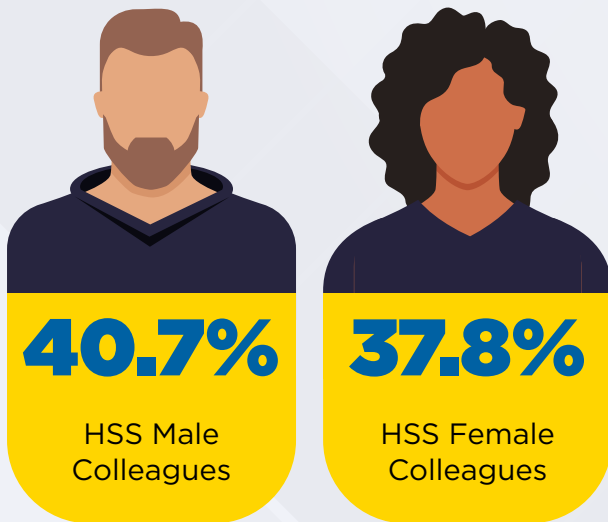
| % GENDER SPLIT BY PAY BAND | 2024 | |
|----------------------------|-------|-------|
| | MEN | WOMEN |
| Lower | 94.9% | 5.1% |
| Lower Middle | 91.7% | 8.3% |
| Upper Middle | 92.6% | 7.4% |
| Upper | 82.9% | 17.1% |

COLLEAGUES RECEIVING A BONUS

The bonus pay gap in 2024 was in favour of our female colleagues, in comparison to a male-biased bonus pay gap in 2023; despite a lower proportion of women and higher proportion of men receiving a bonus in that period.

Where colleagues are in comparable roles, they all have the potential to earn the same level of bonus based on individual performance.

% Colleagues receiving a bonus



% Bonus gap

| % BONUS GAP | 2024 |
|-------------|---------|
| Mean | -8.3% |
| Median | -252.9% |

OUR COMMITMENT TO EQUALITY

Whilst we are proud of our gender pay gap progress and of the increasing number of female colleagues at HSS, we recognise that women still only account for a low proportion of our colleagues overall and operational roles in particular, and we continue to focus on increasing female representation across our business to achieve a more equitable balance.

We are committed to making more women aware of the opportunities in hire and construction, attracting them with appropriate benefits packages and clear career paths and retaining them by ensuring a welcoming, supportive and rewarding working environment.

We work closely with a number of colleges and apprenticeship providers and support Build UK's "Open Door" programme, offering people the chance to go behind the scenes to find out about the different opportunities available.

OUR COMMITMENT TO EQUALITY CONT.

By widening our candidate pool into populations that perhaps may not have come to us, we increase our chances of finding more women to join our team. We work with a number of charities and organisations to offer serving prisoners Release on Temporary Licence (ROTL) roles with us; and we're expanding this to work with more female prisons too. We're also part of the Armed Forces Covenant and have connected with an organisation that supports military spouses to explore how we can share our opportunities with them.

We continue to review our depots to ensure the facilities are equipped to make female colleagues feel welcome and comfortable in all locations, making improvements to facilities wherever necessary. We have also improved our maternity benefits package and offer flexible and part-time working arrangements to support colleague's lifestyle requirements.

We also offer a wide range of both entry-level and professional apprenticeships to support colleague's ongoing development and have recently added 'Women in Leadership and Management' as a new course.

This year, we are particularly proud to have launched the 'Her Hire' network, a group for women at HSS and beyond to provide support to each other, attract more women to the industry and promote equality. We are excited to see how this evolves and the impact it has.

Confirmation

I confirm that the information in our Gender Pay Gap report is accurate and correct.

Karen Clifford
HR Director
HSS The Hire Service Company

