



Introduction

At Speedy we aim to ensure that everyone is rewarded and recognised fairly for their contribution, with equal access to opportunities, no matter what part of our business they work within. We believe in promoting equality and diversity within our workforce and we work hard to encourage inclusivity in all our activities both internally within Speedy and externally with our customer base. Our recruitment team is working to attract applicants from a wide variety of backgrounds and increase female representation across the business, increasing diversity at all levels and in all roles.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to publish certain information in a consistent format. This includes the difference or 'Gap' (as a percentage) in the mean and median pay of full-pay men and women; and bonus pay of men and women. We also need to publish the proportion of men and women who received bonus pay; and the proportion of full-pay men and women in each of four quartile pay bands. This information and commentary is provided below.

Pay & Bonus Pay Gap

	Difference between men and women			
	Mean		Median	
	2021	2020	2021	2020
Hourly Pay	1%	8%	3%	6%
Bonus Pay	4%	15%	-3%	-11%

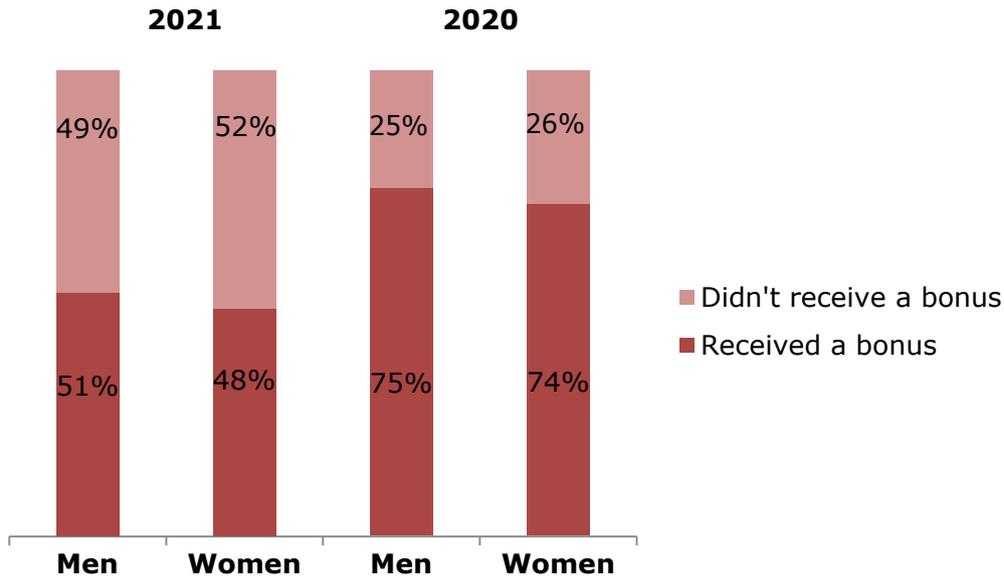
The table above shows the mean and median gender pay gaps for all full pay relevant UK employees based on hourly pay during the snapshot month of April 2021. It also displays the mean and median gender bonus pay gap for bonuses paid to relevant UK staff in the 12 months to April 2021. Figures reported for the previous year are included for comparison.

Speedy's gender pay gap has decreased significantly this year in comparison to figures reported for April 2020, however, it should be noted that a number of employees were placed on furlough during April 2020 which skewed the snapshot calculations as the regulations require that those placed on furlough and not receiving full pay are excluded from the gender pay gap calculation. The gap reported for April 2021 is in line with the gap reported for April 2019 and remains well below both the national median average of 15.5% and that of the construction industry sector (11%) published for 2020 by the Office for National Statistics.

The mean bonus pay gap has reduced this year with the median bonus pay gap showing that median female employee bonus pay remains higher than that of males. This is due to more female employees being employed in junior to mid-level roles.

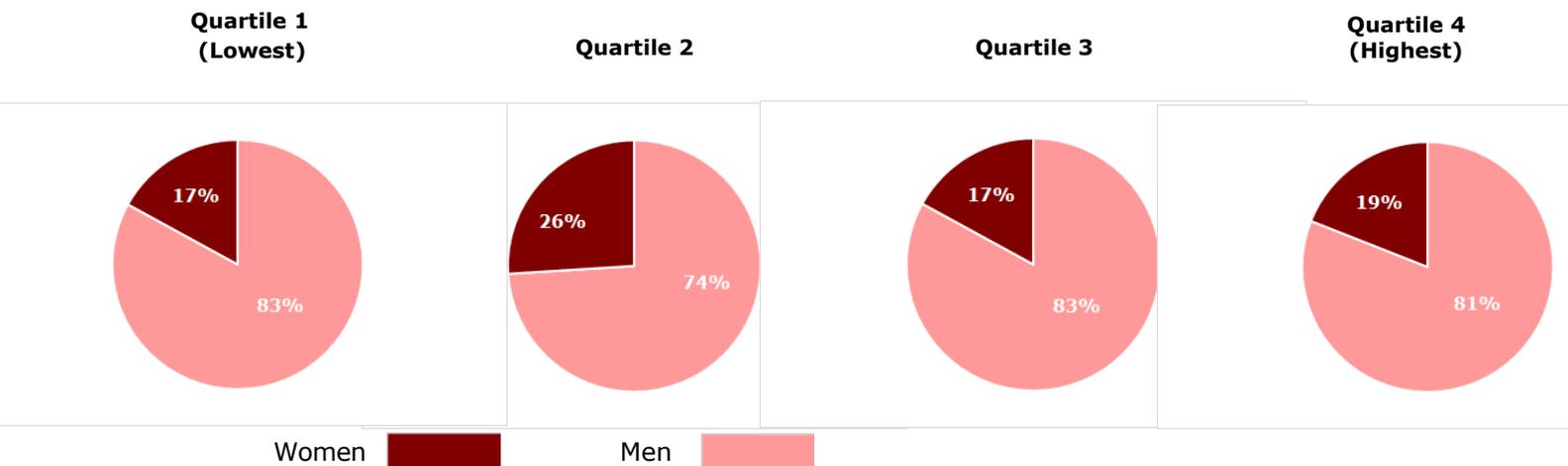


Proportion of employees awarded a bonus



The above chart shows the proportion of men and women who received a bonus payment during the 12 months to April 2021 with the previous year's figures shown for comparison. The percentage of all employees who received a bonus has fallen due to the impact of Covid-19 on bonus earnings during the 12 months to April 2021 but still remains consistent between males and females.

Pay Quartiles



The overall proportion of females employed within the Group continues to steadily increase with one fifth of employees now being female. The split of males and females within each pay quartile continues to broadly reflect this 80:20 split.



Legal Entity Reporting

The regulations require Groups to report the key metrics for each legal entity within a Group with 250 or more employees. The Group now employs more than 250 employees in three UK companies, Speedy Asset Services, Speedy Support Services and Speedy Transport; the data for these companies is shown in the tables below with figures for the previous year shown in brackets for comparison:

	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Gender Bonus Pay Gap	Median Gender Bonus Pay Gap	Proportion of men / women receiving bonus pay	
					Men	Women
Speedy Asset Services	7% (12%)	10% (14%)	14% (14%)	0% (9%)	54% (74%)	54% (74%)
Speedy Support Services	41% (51%)	33% (44%)	-7% (81%)	-60% (-2%)	20% (61%)	28% (74%)
Speedy Transport	7% (n/a)	1% (n/a%)	42% (-27%)	27% (-49%)	45% (83%)	67% (100%)

	Proportion of men / women in Quartile 1 (Lowest Pay Band)		Proportion of men / women in Quartile 2		Proportion of men / women in Quartile 3		Proportion of men / women in Quartile 4 (Highest Pay Band)	
	Men	Women	Men	Women	Men	Women	Men	Women
Speedy Asset Services	75% (67%)	25% (33%)	72% (78%)	28% (22%)	87% (85%)	13% (15%)	85% (86%)	15% (14%)
Speedy Support Services	23% (26%)	77% (74%)	33% (38%)	67% (62%)	62% (48%)	38% (52%)	66% (81%)	34% (19%)
Speedy Transport	100% (100%)	0% (0%)	99% (100%)	1% (0%)	100% (100%)	0% (0%)	100% (100%)	0% (0%)

Notwithstanding the impact of furlough on April 2020 figures, the gender pay gaps within Speedy Asset Services and Speedy Transport remain consistent and favourable compared to the sector within which Speedy operates.

Speedy Support Service employees include Speedy Executive Board members who are predominantly male, as well as a large proportion of lower level administrative employees who are mostly female. This is causing the significant gender pay gap noted, however, the company is working hard to attract and recruit higher numbers of female management level employees into a traditionally male dominated sector. Within its management level employee base Speedy is increasing its female participation and currently one third of its Non-Executive Directors are female.

I, Ellie Armour, HR & Transformation Director confirm that the information reported in this statement is accurate.

Signed:

Date: 04/10/2021