

Speedy Hire PLC - Gender Pay 2017

At Speedy we aim to ensure that everyone is rewarded and recognised fairly for their contribution and has 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.

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.

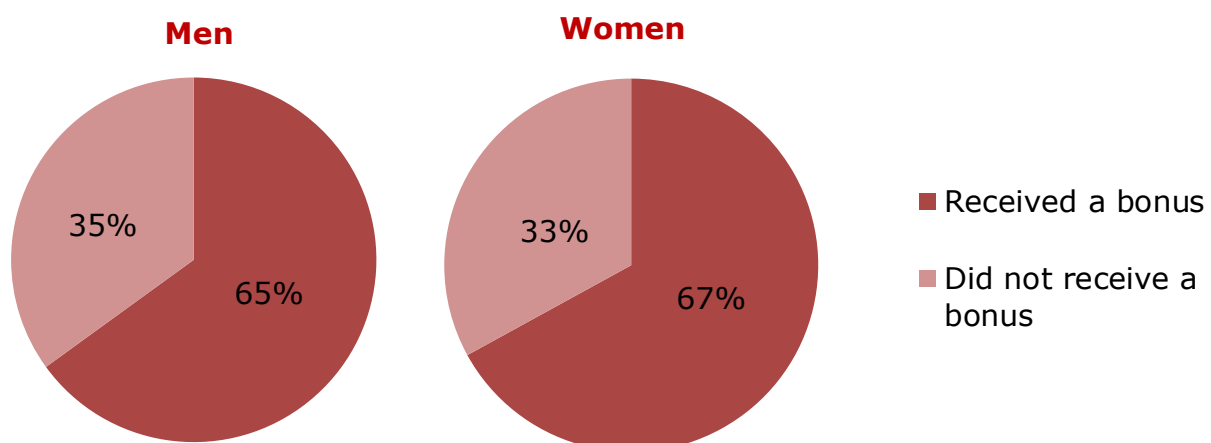
Pay & Bonus Pay Gap

	Difference between men and women	
	Mean	Median
Hourly Pay	-2%	2%
Bonus Pay	7%	0%

The table above shows the mean and median gender pay gaps for all UK employees based on hourly pay as at the snapshot date (5 April 2017). It also displays the mean and median gender bonus pay gap for bonuses paid to UK staff in the year to 5 April 2017.

The gender pay gap at Speedy is significantly lower than the national average with a negative mean gender pay gap of -2% (mean hourly pay for females is higher than mean hourly pay for males by 2%). This shows that the company has no significant gender pay bias in either direction.

Proportion of employees awarded a bonus

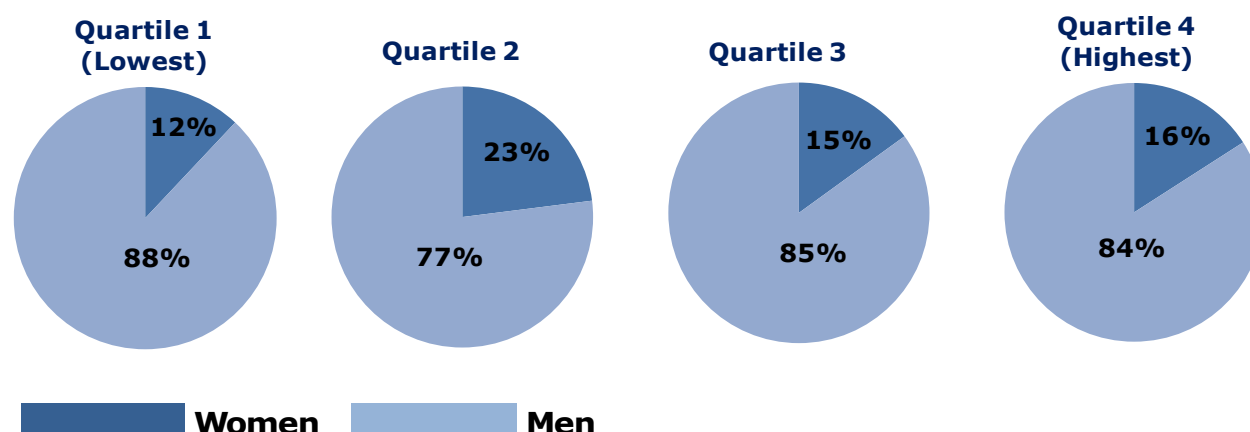


The above charts show that a slightly greater proportion of women than men received a bonus payment during the year to April 2017.

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Pay Quartiles

The overall split of males to females employed within the Group is 84% to 16%, and we would therefore expect to see a similar split within each pay quartile. This is broadly borne out by the proportions presented in the Pay Quartile charts below:



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 employs more than 250 employees in two UK companies, Speedy Asset Services and Speedy Transport; the data for these companies is shown in the tables below:

	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	5%	10%	41%	14%	62%	63%
Speedy Transport	0%	0%	90%	87%	76%	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	79%	21%	78%	22%	90%	10%	87%	13%
Speedy Transport	100%	0%	100%	0%	100%	0%	100%	0%

Whilst the pay gaps within the separate legal entities are relatively small, especially considering the sector within which Speedy operates, the bonus pay gaps are more significant; this reflects the fact that a large proportion of the higher level (and therefore higher bonus potential) roles are occupied by males. This is typical of the sector in which Speedy operates.

Speedy Transport had 618 employees at the snap shot date, of which only 1 was female.

I, Cathy Dawson, HR Director, confirm that the information reported in this statement is accurate.

Signed: 

Date: 14 March 2018