

Gender Pay Gap Reporting

In line with government requirements, we set out below our gender pay statistics as at 5 April 2021. The data required to be reported is:

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

The government has set out the basis upon which this data should be calculated.

Percentage of men and women in each hourly pay quarter



	% Men	% Women
Upper hourly pay quarter	91.94%	8.06%
Upper middle hourly pay quarter	85.48%	14.52%
Lower middle hourly pay quarter	83.87%	16.13%
Lower hourly pay quarter	100.00%	0.00%

The graphic illustrates the gender distribution at Boels Rentals across each of the four pay quartiles. The business has less Women than Men in employment – 89% Male, 11% Female. However we do have proportionately fewer women in the top and bottom quartiles reflecting the fact that the majority of senior management are men, and that roles in the lower quartile attracted fewer women.

Mean and Median Hourly Pay Gap

	Mean	Median
Women's hourly pay is	2.2% Higher	13.3% higher

For the current reporting period, the mean pay for women is 2.2% higher than that for men whilst their median pay is 13.3% higher than that for men. These figures demonstrate that Boels Rental does not have a significant gender pay gap but is reflective of the higher proportion of women in the middle pay quartiles based on their roles.

The gender pay gap should not be confused with Equal Pay, which is a legal requirement and ensures that individuals carrying out similar duties are paid fairly compared to one another. We are committed to ensuring equal pay for all, regardless of gender.

Bonus Pay

In the year under review, 87.5% of employees were eligible to participate in some form of incentive arrangement or bonus scheme linked to company performance.

	Total % of relevant employees receiving a bonus
M	91.60%
F	51.70%

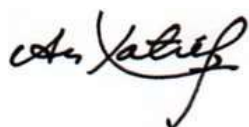
The proportion of women receiving bonus is 51.7% compared to 91.6% of men. This is attributed to the types of roles that females occupy in Boels Rental, in comparison to men. At the time of the report, the support and office based roles were predominantly occupied by women and these roles did not attract a bonus or incentive scheme package compared to the operational roles.

Bonus gender pay gap

	Mean	Median
Women's bonus pay is	100.5% Higher	282% higher

For the current period, the median bonus payment was significantly higher for women than men. During the year, we launched new incentive schemes which were aimed towards operational and sales roles. Out of the 11% female employees, 44% are in operational or sales roles that attract a higher bonus payment. Out of the 89% male employees, 84% were in roles that attracted a lower bonus payment, this reduced the mean and median of the bonus pay for male employees.

Signed



Asif Latief

Managing Director

Boels Rental Ltd