

# Gender Pay Gap Report



SHB is committed to creating a diverse and inclusive place to work and supports fair working conditions and pay for all.

As an employer with more than 250 employees we are required to publish our annual gender pay gap and have done so based on pay data as of 5<sup>th</sup> April 2018.

SHB Hire Ltd is a family owned and operated company which has provided vehicle hire and management for 50 years. We have a diverse fleet of over 18,500 vehicles ranging from cars, standard and specialist LCVs and HGVs to golf buggies and ATVs.

We are proud to say we have the largest 4x4 rental fleet in Europe as well as the biggest hire fleet of HGV tippers, crane lorries and buggies in the UK. We operate out of 16 key locations nationwide with each one having fully operational workshop facilities to provide servicing, inspections, repairs, MOTs, and major breakdown work; six of which are equipped with a bodyshop and fabrication facility.

SHB, like many other organisations in the automotive industry, are still very male dominated and as most of our roles are technical such as mechanics, fabricators, paint-sprayers, etc. It's not a surprise that only 13.5% of our employees are women. We are therefore pleased that our gender pay gap compares favourably with that of other organisations and our results show improvements on differences from 2017.

Figures are based on the snapshot taken as of 5<sup>th</sup> April 2018:

- The mean gender pay gap is 0.26%
- The median gender pay gap is 8.77%
- The mean gender bonus gap is -94.58%
- The median gender bonus gap is 25%
- The proportion of males receiving a bonus is 11.32%
- The proportion of females receiving a bonus is 24.24%

SHB recognises the need to build more female capability at all levels and we would like our percentage of females to males to be higher but when we recruit we will always ensure that we recruit the right person for the role and do not positively or negatively discriminate. Every year we are able to recruit more female technicians and apprentices across the business in all disciplines and we continue to support this growth year on year.

To monitor gender pay gap in our business and to ensure we are fair we:

- Carry out pay and benefit reviews at regular intervals
- Evaluates job roles and pay grades as necessary to ensure a fair structure
- Utilise our recruitment and HR outsource companies as third parties to check new roles and offers to ensure there are no discrepancies
- Do role spot checks on salaries and hourly rates

SHB is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries these roles attract.

A handwritten signature in black ink, appearing to read 'Paul Street', written in a cursive style.

Paul Street  
Managing Director, SHB Hire Ltd