

# Gender pay gap report 2021

Safestore Ltd

**safestore**<sup>TM</sup>

#OurPeopleMakeTheDifference



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# About Safestore

Safestore is the UK's largest self storage group. We believe that engaged colleagues, who feel valued by our business, are the foundation of our customer-focused culture. Advocating a diverse and inclusive workforce is a key part of our wellbeing strategy. We know our people as individuals, and show respect for each other, enabling everyone to have a voice so that they can bring their full, unique selves to work.

We are exceptionally proud that, this year, we were awarded the prestigious Investors in People ("IIP") Platinum accreditation. We also made the final top ten shortlist for the Platinum Employer of the Year (250+) category in The Investors in People Awards 2021.

**In our IIP survey, 89% of colleagues agreed that Safestore values and respects individual differences.**

**INVESTORS IN PEOPLE®**  
We invest in people Platinum

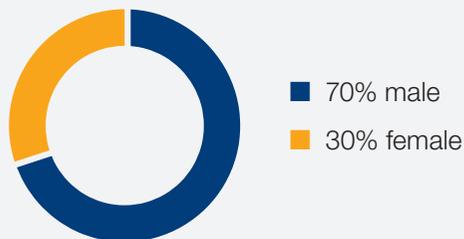


## Equal pay and bonus at Safestore

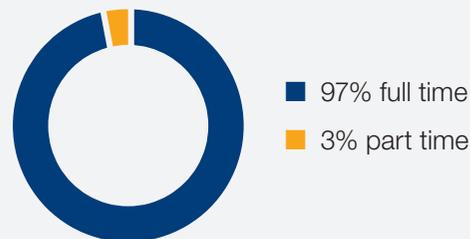
At Safestore, men and women are paid equally, for doing the same or similar work. Our bonus schemes are open to all job levels and colleagues at the same level have the same bonus opportunity.

Gender pay gap measures the difference in average pay between all men and all women across all jobs at Safestore. The statistics can be affected by a range of factors, including the different number of positions held by men and women across all roles.

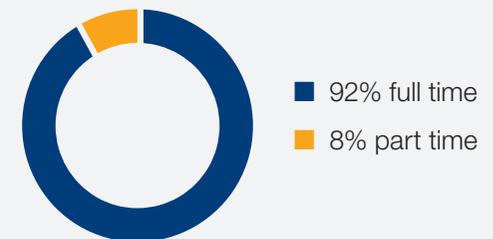
### Total colleagues split



### % of male colleagues working full and part time



### % of female colleagues working full and part time



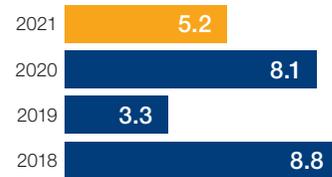
# Safestore gender pay gap

The graphs below illustrate Safestore's gender pay gap as at the snapshot date (5 April 2021):

## Mean gender pay gap (%)



## Median gender pay gap (%)



This means that at Safestore, women earn 95p for every £1 that men earn when comparing median hourly pay.

## Mean bonus gap (%)



A positive figure indicates a higher percentage paid to men.

## Median bonus gap (%)



## Median (the middle)

If we lined up all our female colleagues from lowest to highest paid and did the same with our male colleagues, the median gender pay gap is the difference in hourly pay between the female and the male in the middle of their lines.

## Mean (the average)

The mean gender pay gap is the difference between the average hourly rate of pay for women and the average hourly rate for men within a company.

## Proportion of colleagues awarded a bonus



These charts show the percentage of male and female colleagues who received a bonus payment in the year up to and including the snapshot date (5 April 2021).

## Pay quartiles

These show the % split of female and male colleagues at Safestore across four equally sized pay quartiles:



Lowest paid

Highest paid

Each quartile is calculated by lining up all our colleagues from lowest to highest paid, then splitting them into four equal groups.

# Understanding our data

There has been a slight increase in our mean (average) gender pay gap. However, we are encouraged by the broader improvements:



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Our “Leading Through Inclusion and Diversity” programme continues to support our leaders to recognise and celebrate diversity and to lead our diverse teams to success. This year’s workshop was “Male Allyship – Men Supporting Women”, delivered to our operational leaders by an external expert.

\* Office for National Statistics, Gender Pay Gap 2021 Dataset, ons.gov.uk.

# Our 2022 priorities



## Attracting

- Since April 2019 we have operated gender balanced shortlisting for all senior appointments.
- Through a variety of initiatives, we aim to increase the number of female applicants through our website to 42% by 2025.



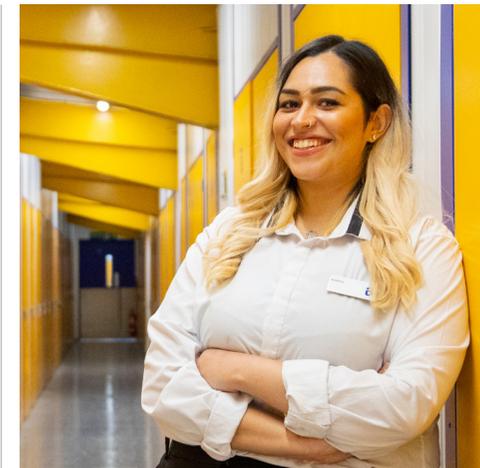
## Understanding

- This year, we will publish our first Equality, Diversity and Inclusion strategy, setting out our commitment to a fully inclusive culture.
- We will invest in data development and analytics to gain insight into our workforce diversity, using this data to inform beneficial action.
- Our “Leading Through Inclusion and Diversity” programme continues to support our leaders to recognise and celebrate diversity and to lead our diverse teams to success.



## Supporting

- We will launch our Menopause policy and continue to focus on encouraging flexible working across all roles. We will use International Women’s Day and World Menopause Day to highlight the support available to women at Safestore.
- We will maintain fair and robust reward structures and processes across the organisation.
- We aim to increase the proportion of female delegates on our management development programmes. We hope that, in time, this will increase the number of women in senior roles.



**In 2022, we are committed to collecting more people data to support our understanding of our workforce diversity in order to inform beneficial and tangible action. This will help to further improve inclusion, enabling all colleagues to confidently bring their true selves to work.**