



About Safestore

Safestore is the UK's largest and Europe's second largest provider of self-storage solutions. Our principal operations are located in the UK, where we have over 100 stores including two Business Centres, with a further 27 stores in Europe.

Our colleagues play a pivotal role in providing the best solution for our customers and we are passionate in providing a diverse CSR programme that ensures they are truly placed at the heart of our business. This helps our colleagues to achieve their goals and is underpinned by our commitment to attract and retain the very best talent to shape our future success. We are proud to have achieved the Investors in People (IIP) standard.

What is the gender pay gap?

The gender pay gap is a measure of the difference in average hourly rate of pay between men and women. The gender pay gap differs from equal pay as it is concerned with the difference in average pay rate regardless of role. The statistics can be affected by a range of factors, including the different number of positions held by men and women across all roles.

I can confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

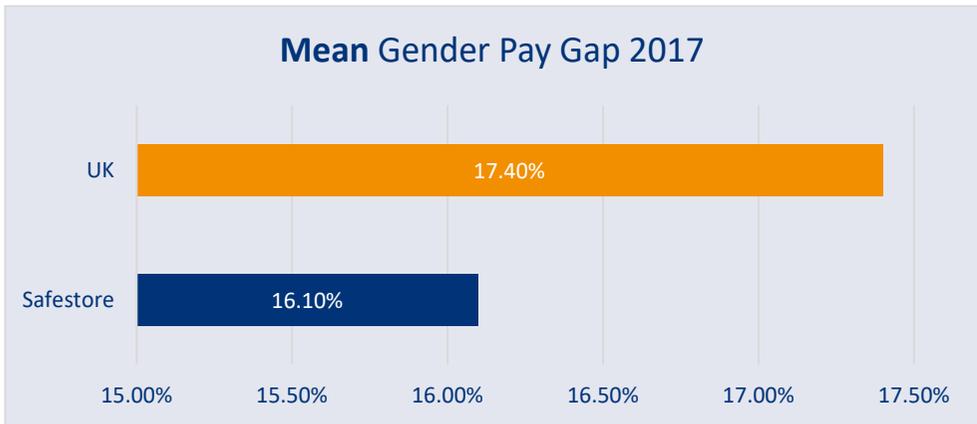
Frederic Vecchioli, Chief Executive Officer



Gender Pay Gap Report - 2017

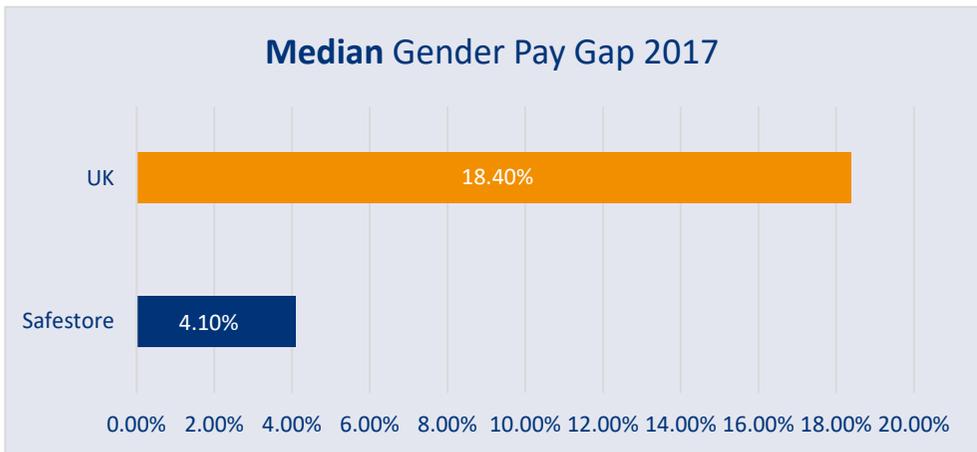
Gender Pay Gap compared to the UK

The table below illustrates Safestore's Gender Pay Gap and Gender Bonus Gap as at the snapshot date (5th April 2017) compared to the UK *



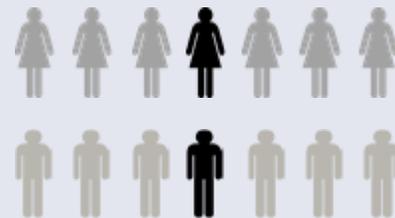
Mean (the average)

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate for men, within a company



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



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*Based on estimates from National Office of Statistics Annual Survey of Hours and Earnings 2017



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Bonus Gap

Mean	Median
49.1%	12.9%

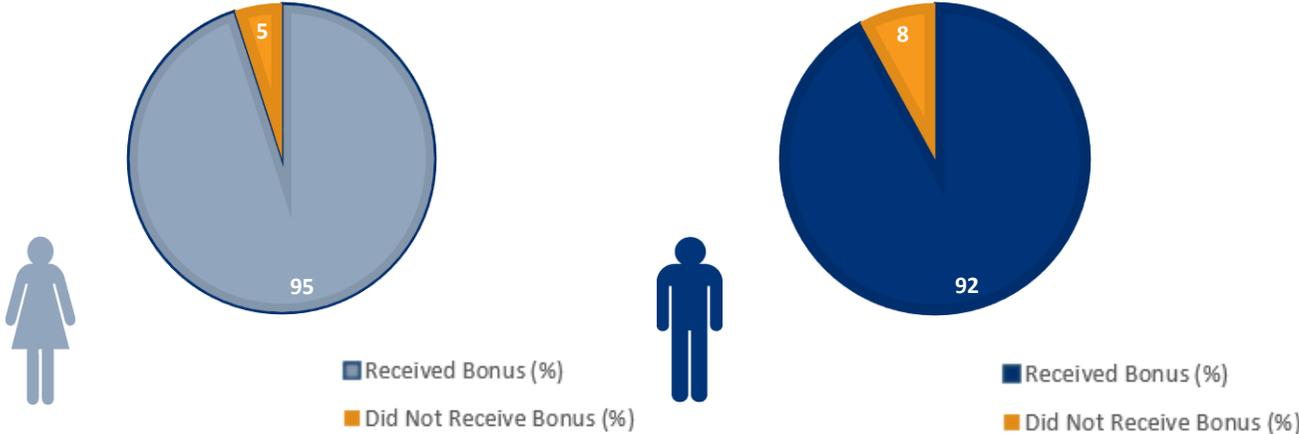
Understanding our bonus gap

We're proud that our bonus schemes are open to all job levels across Safestore and colleagues at the same level have the same bonus opportunity. Safestore's bonus gap is currently driven by fewer females in senior roles.



A positive figure indicates a higher percentage paid to men.

Proportion of Colleagues Awarded a Bonus for 2015/16



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 (5th April 2017).

There was a 3% difference between the number of men and women being paid a bonus for their performance in the year 2015/16.

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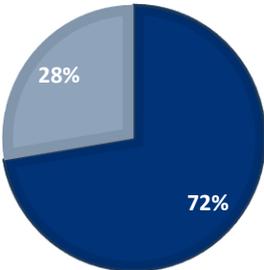


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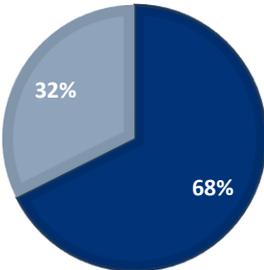
Pay Quartiles

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

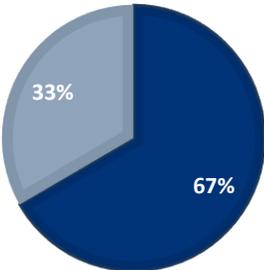
Lowest Quartile



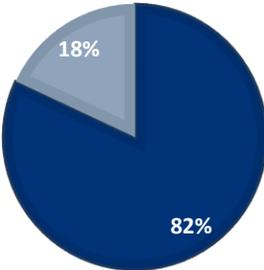
Lower Middle Quartile



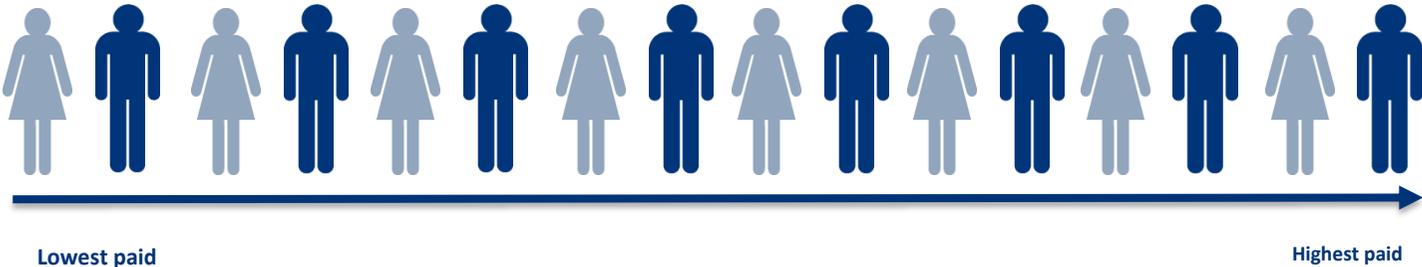
Upper Middle Quartile



Upper Quartile



Each quartile is calculated by lining up all our colleagues from lowest to highest paid, then splitting them into 4 equal groups



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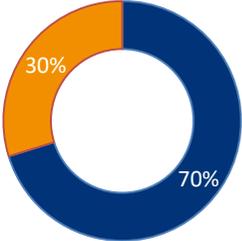


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Understanding our data

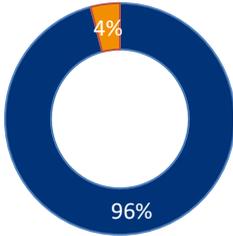
Safestore is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Safestore is therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. We have a higher proportion of women in part time roles and there are more men in senior roles.



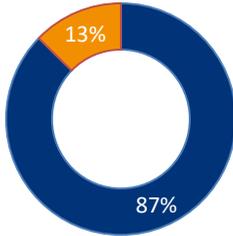
■ Male ■ Female

Safestore Total Employees Split



■ FT ■ PT

Safestore % of Male colleagues working full (FT) and part time (PT)



■ FT ■ PT

Safestore % of Female colleagues working full (FT) and part time (PT)

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Our action Plan

Safestore's gender pay gap compares favourably with that of organisations across the UK economy. However, this is not a subject about which Safestore is complacent, and we are committed to doing everything that we can to reduce the gap.

