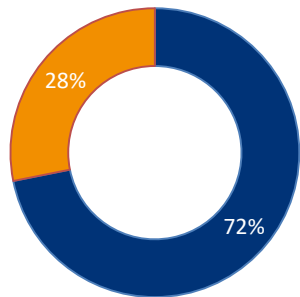


About Safestore

As the UK's largest provider of self-storage facilities. We are very aware of the impact we can have on society and on the environment, and therefore, by making incremental changes year-on-year, we can ensure that our actions have positive implications for our colleagues, suppliers and wider society.

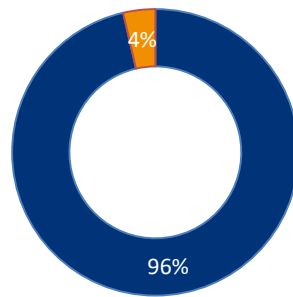
What is the gender pay gap?

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.



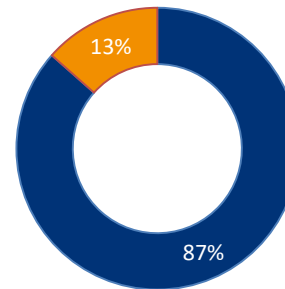
■ Male ■ Female

Safestore Total Colleagues 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)

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

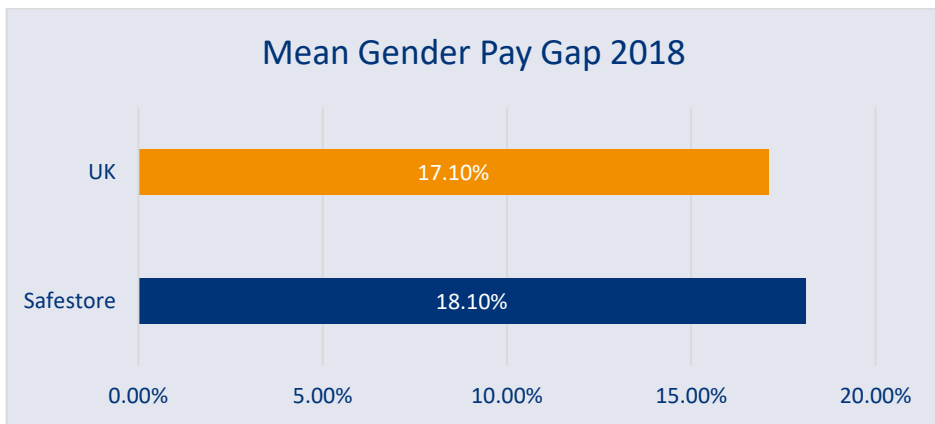
Frederic Vecchioli, Chief Executive Officer



Gender Pay Gap Report - 2018

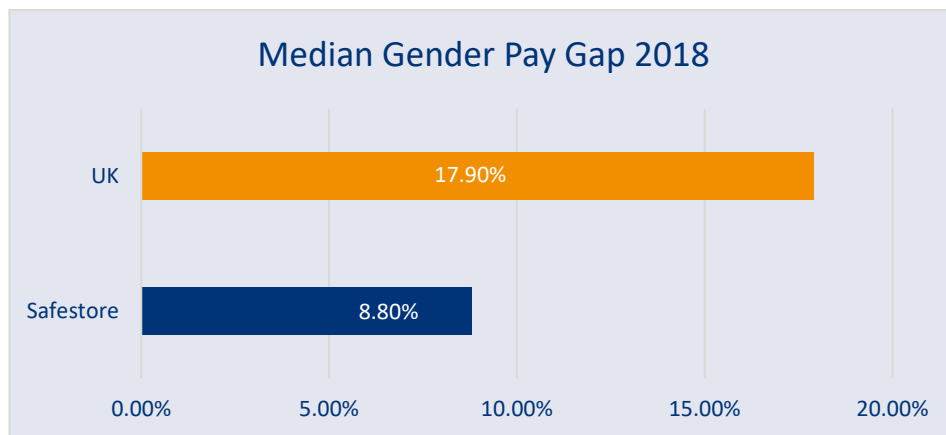
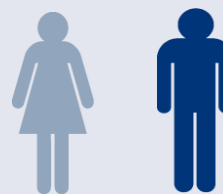
Gender Pay Gap compared to the UK

The table below illustrates Safestore's Gender Pay Gap and Gender Bonus Gap as at the snapshot date (5th April 2018) 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 provisional estimates from ONS Annual Survey of Hours and Earnings 2018



Gender Pay Gap Report - 2018

Bonus Gap

Mean	Median
46.5%	22.4%

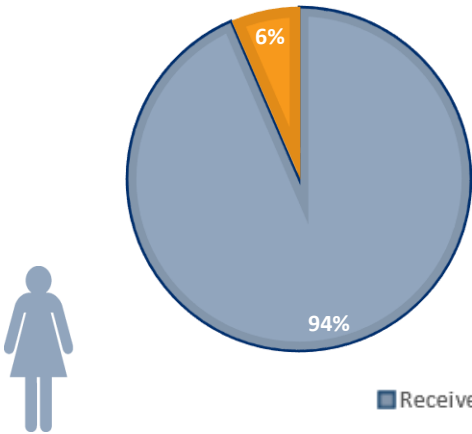
Understanding our bonus gap

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.

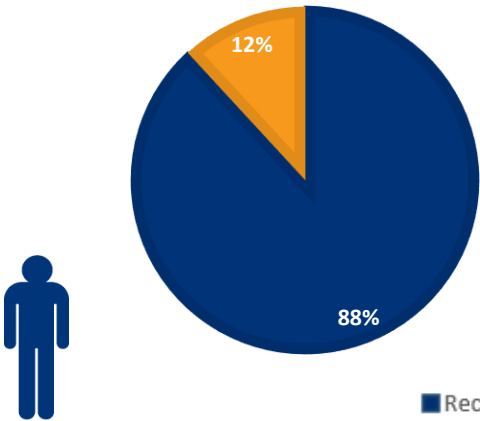


A positive figure indicates a higher percentage paid to men.

Proportion of Colleagues Awarded a Bonus for 2016/17



■ Received Bonus (%)
 ■ Did Not Receive Bonus (%)



■ Received Bonus (%)
 ■ Did Not Receive 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 (5th April 2018).

There was a 6% difference between the number of men and women being paid a bonus for their performance in the year 2016/17.

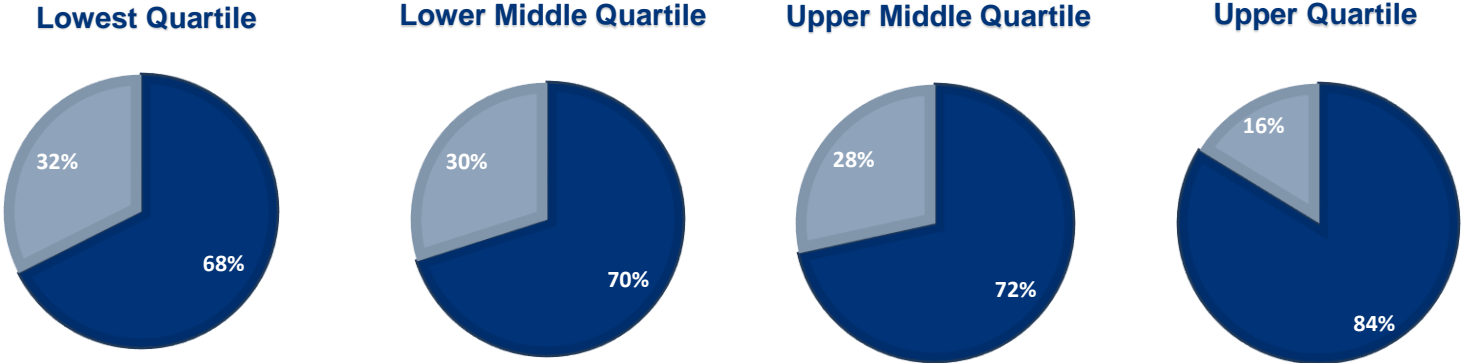
Safestore the things you love



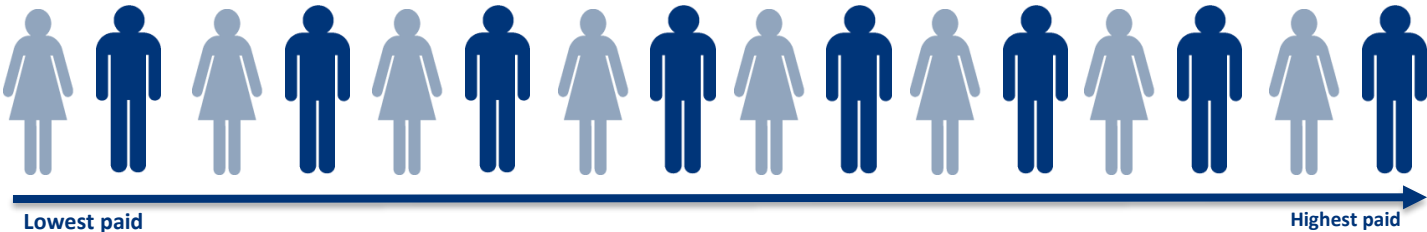
Gender Pay Gap Report - 2018

Pay Quartiles

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



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



Safestore the things you love



Gender Pay Gap Report - 2018

Understanding our data

Safestore is committed to the principle of equal opportunities and equal treatment for all colleagues, 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 colleagues 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 men in senior roles.

This year, the number of women in the lower quartile has increased, whilst the number of women in the upper mid and upper quartiles have reduced, resulting in slightly higher mean and median gender pay gaps compared to 2017. Our mean gender pay gap remains comparable with the UK average and our median gender pay gap remains lower than the UK average.

Our continued work on building our employment brand “Our People Make the Difference” and preliminary work developing our careers website to make it more appealing to women, has resulted in an increase in women applying to work at Safestore. We intend to complete a full review of our careers website this year and expect to further increase the number of applications from women.

We are extremely proud of achieving the Investors in People (IIP) Gold accreditation for 2018, which means we are one of the top employers of 14,000 organisations surveyed, across 75 countries. We were also a top ten finalist for the Gold Employer of the year 250+ award category.

Our equal opportunities and dignity at work policy provides a framework for fair and equitable treatment for all colleagues. We want to continue being a diverse and inclusive organisation, where every one of our colleagues can fulfil their potential. We strongly believe diverse teams perform better.

**83% of our colleagues feel
Safestore values and respects
individual differences**

Safestore the things you love

Our 2019 Priorities



Attracting Women

- From April 2019 we will insist on gender-balanced shortlists for all senior appointments
- We are conducting a review of our careers website, Safestore Jobs, to be more attractive to female applicants



Retaining Women

- Continue to maintain fair and robust reward structures and processes across the organisation
- Whilst we already have flexible working policies in place, we will focus on encouraging flexible working across all roles



Supporting Women

- We have increased the proportion of female delegates on our management development programme, and will ensure that this continues. We hope that, in time, this will increase the number of women in senior roles
- Help raise awareness and understanding of equality and inclusion through a range of initiatives, including launching our new Inclusion policy and delivering 'Embrace the Difference' training to all our People Champions