



Gender Pay Gap Report

April 2026

Nationwide Platforms: Commitment to Excellence and Inclusion

We are reporting on our registered UK employer, Nationwide Platforms Ltd, a Division of Loxam Group.

Our people are our strength

Nationwide Platforms is recognised as the UK's leading provider of Powered Access equipment. Our unwavering dedication to delivering outstanding service and dependable, high-quality equipment ensures our customers receive the best possible experience. We understand that our people are fundamental to our achievements. Recently, we were honoured to receive accreditation as a Great Place To Work, reflecting our ongoing efforts to foster a workplace that is fair, inclusive, and actively encourages engagement and involvement from all employees.

Nurturing our people and our commitment to career development

Our UK business takes pride in the reputation it has built for nurturing talent and supporting career progression. We believe in promoting from within, a principle demonstrated by the number of senior managers and Directors who launched their careers within our depot network. We are determined to continue this approach, ensuring Nationwide Platforms maintains its position as the No.1 employer in the UK Powered Access industry.

Creating equality in a male dominant industry

Historically, the Powered Access industry has seen a predominance of male employees, particularly in engineering, transport, and operational roles. Nationwide Platforms recognises the need to provide greater accessibility for women in these fields. We are committed to working collaboratively with industry bodies and local authorities to address gender imbalances, striving to create a more balanced male-to-female ratio. Our focus remains firmly on developing career opportunities for all, regardless of gender, and fostering an environment where everyone can thrive.

Our median gender pay gap for the reporting period is 10.2%, compared to 9.0% in 2024. Our review shows that this gap continues to reflect a combination of factors common across our sector, including:

- A higher proportion of male employees in operational roles, which often attract additional variable payments such as overtime, call out, and shift allowances
- Greater representation of male colleagues in senior and leadership roles
- A predominantly male applicant pool for Engineering and HGV Driver apprenticeship opportunities
- Fewer female applicants for entry level roles within the industry overall
- Our gender pay gap does not reflect unequal pay for equal work, but rather the distribution of men and women across roles and pay levels within the organisation.

We recognise that our industry, both in the UK and across our wider operations, continues to experience challenges in achieving gender balance, particularly in attracting female candidates into certain roles. In recent years, we have taken steps to address this with apprenticeship opportunities across a broader range of job functions and by ensuring that our recruitment processes and job advertising are fair, transparent, and inclusive. We continue to invest in learning and development, alongside flexible benefits and wellbeing initiatives, to support an inclusive working environment and to help attract, retain, and develop talent across the organisation.

We know we are seeing some success in our approach having increased the number of female Engineering & Driver staff in recent years, but there is much more we can do.

We believe long term progress in attracting more women into the organisation is best supported through collaboration with industry bodies such as IPAF, the European Rental Association, and the Hire Association of Europe, as well as initiatives promoting women in construction. This helps raise awareness of career opportunities and broaden the applicant pool for traditionally operational roles.



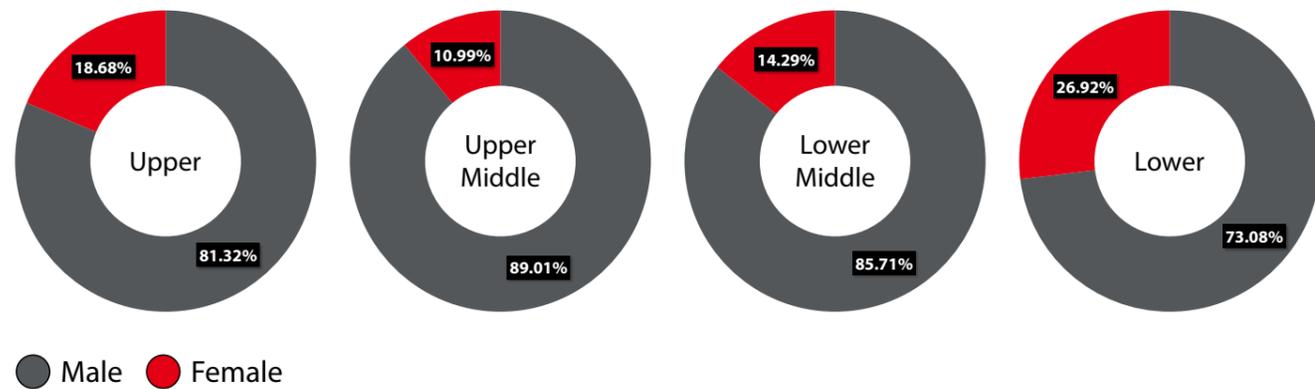
What is the Gender Pay Gap?

The gender pay gap measures the difference in average earnings between men and women across an organisation and is expressed as a percentage of men's earnings. This is different from equal pay, which means that men and women doing the same or equivalent work must receive equal pay.

Our average pay gap remains below the national average across all sectors. However, we are committed to continuing to reduce this gap through close monitoring of recruitment and transfer procedures and ensuring applicant gender ratios are reported.	Median gender pay gap	Mean gender pay gap
	10.19%	5.14%

Variances across the pay bands show a higher discrepancy in the mid-levels of pay. Discrepancies at entry level roles are lower reflecting the implementation of formal Apprentice schemes and pay structures.

Distribution of male and female employees across each quartile within the organisation's pay structure



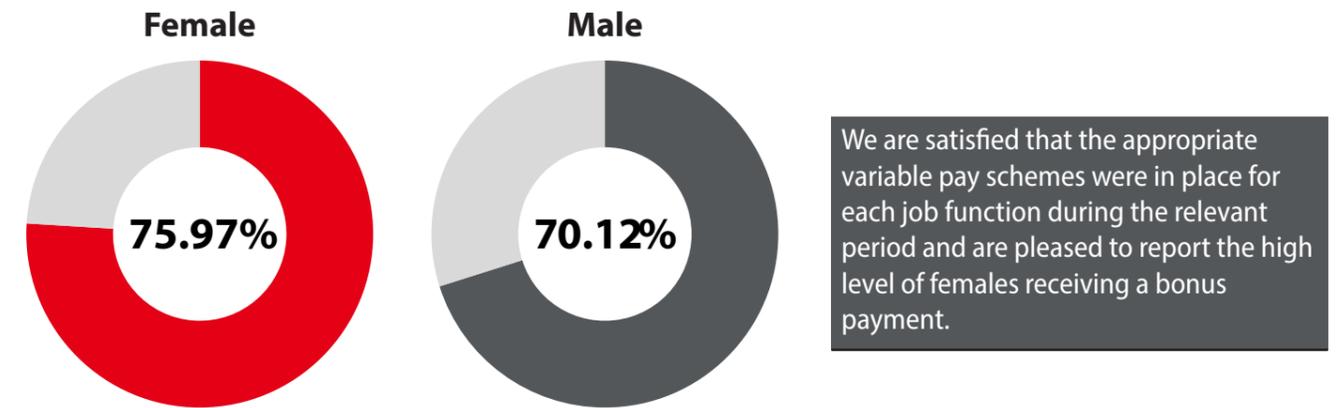
The pay quartile data shows that women are underrepresented in higher-paid roles and more concentrated in lower-paid roles, with female representation falling from 26.92% in the lower quartile to 18.68% in the upper quartile. The lowest representation of women is in the upper middle quartile (10.99%), indicating a key progression point where female representation drops. This distribution of men and women across pay levels is a significant factor contributing to the organisation's gender pay gap and reflects workforce composition rather than unequal pay for the same or equivalent work. The data highlights the importance of continued focus on attraction, development, and progression to support greater representation of women across a broader range of roles and seniority levels over time.



Bonus gap

A higher proportion of female employees received a bonus payment compared to male employees during the reporting period. This reflects differences in role profiles and bonus eligibility across the workforce and does not, on its own, indicate differences in bonus values received.

Percentage of employees awarded bonus payments



Our Action Plan

We will continue to encourage broader interest in a range of roles across the organisation, including operational roles such as engineering, transport, and operator positions, working in partnership with industry bodies and initiatives that promote women in construction. We will build on our apprenticeship programmes and maintain fair, transparent, and inclusive recruitment practices.

Alongside this, we will support development and progression through learning opportunities and flexible working arrangements where possible and work collaboratively with our parent company and the wider organisation to keep pay and reward practices under review. We will monitor gender representation across recruitment, progression, and pay quartiles on an annual basis to help inform our ongoing approach.

We remain committed to providing equal opportunities for employment, reward, and progression for all colleagues, regardless of gender. We recognise that progress in some areas will take time, as the sector in which we operate has historically attracted fewer women into certain operational and technical roles. Our focus therefore remains on taking sustainable, long term steps, supported by regular review, to contribute to gradual and meaningful change.

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