

# Gender Pay Report

Nationwide Platforms

2022

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

Nationwide Platforms, are dedicated to providing high level of service and equipment reliability to our customers. We believe it is our people that make our business successful and we're committed to creating a workplace that that is fair, equitable and drives workforce engagement and involvement.

Over the years our UK business has built an outstanding reputation in our industry for providing career development opportunities and promoting from within - evidenced by the number of senior managers and Directors who started their career in our depot network. We want to continue this work and ensure Nationwide Platforms retains its position as the No 1 employer in the UK Powered Access market.

Whilst, traditionally, our industry focuses on roles that are heavily male orientated we believe there is more we can do to lower the barrier to entry for females into roles in engineering, transport and operator positions. We are committed to working with Industry bodies and local authorities to identify ways to equalise the male:female ratio in these functions and develop career opportunities for all – irrespective of gender.

Our median gender pay gap over the reporting period was 7.68% vs. 9.27% in 2019. Our analysis shows that the gap continues to be largely driven by:

- Traditional career choices – predominantly across the UK more males than females carry out operational roles that attract variable premium payments such as overtime, call out and shift rates
- More male colleagues are in senior positions
- Engineering & HGV Driver Apprentice selection pool is predominantly male
- Less females apply for positions at mid level management or senior levels than males



We know that our industry - across all of our global operating territories - is unbalanced in terms of attracting female candidates. We have made great strides over the last few years to introduce more Apprentice opportunities in all job functions and to ensure vacancies and roles are advertised in a fair and impartial manner.

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

However, we firmly believe a long term, sustainable plan to attract and recruit more females into the organisation is best achieved through co-ordination with industry bodies such as IPAF, European Rental Association and the Hire Association of Europe. This approach will increase awareness of career opportunities in the industry and encourage a greater footfall of female candidates to typically industrial roles.

**WHAT IS THE GENDER PAY GAP?**

The gender pay gap measures the difference between men and women's earnings across the business by expressing women's pay as a percentage of men's pay. It is important to recognise this is different to equal pay which refers to men and women receiving equal pay for equal work.

**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 (middle)** **MEAN (average)**

**7.68%**

**1.17%**

*\*According to ONS the UK National Gender Pay Gap average was 15.4% in 2021 for all employees across all sectors.*

Variances across the pay bands show a higher discrepancy in the mid-levels of pay - in particular those in senior occupational/professional and blue collar pay bands. Discrepancies at entry level roles are lower reflecting the implementation of formal Apprentice schemes and pay structures.

**% of males & females per pay banding quartile**

	Q1	Q2	Q3	Q4
MALE	78.72%	89.41%	84.32%	72.77%
FEMALE	21.28%	10.59%	15.68%	27.23%

**As is typical in our industry, there are significantly more males than females across all pay quartiles with Engineers, Operators and HGV Drivers reporting the highest imbalance.**

**BONUS GAP**

The existing annual bonus scheme mandates that industrial roles are rewarded via productivity based payment schemes based on effort rather than bonus payments for achievement. However, the percentage of females receiving bonus demonstrates that females in the organisation typically occupy position in senior clerical, professional or managerial roles that qualify for inclusion in the annual bonus scheme.

Females receiving bonus payment	<b>45.45%</b>
Males receiving bonus payment	<b>16.84%</b>

We are satisfied that the appropriate variable pay scheme were in place for each job function during the relevant period and are pleased to report the high level of females receiving a bonus payment.

**The average bonus payment of males was slightly higher during the relevant period than that of females. This recognises the higher percentage of males in senior to mid-level positions who are eligible for bonus.**

**MEDIAN (middle)**

**37.64%**

**MEAN (average)**

**-4.48%**

**OUR ACTION PLAN**

We are committed to continually assessing pay structures across the organisation to ensure it continues to recognise and reward individual and team achievements. In particular, we will regularly review;

- Sales commission and business development bonus payments
- Engineering, Operator and HGV Driver variable productivity payments
- Staff and managerial reward schemes
- How we can encourage and promote females to move into senior Management or Executive positions
- How we can encourage and promote females to move to senior Sales & Business Development roles

We employ the use of Towers Watson benchmarking data and survey results to ensure our total compensation remains competitive and fair in the marketplace.

We recognise that a higher number of males carry out senior Management or Executive positions across the Group and that these positions attract higher fixed and variable pay elements.

In reviewing the variable schemes carefully and committing to our Action Plan we hope to identify opportunities to reduce the average bonus pay gap and to attract and promote females into senior positions within the organisation.

In addition, we commit to working with our parent company, and the wider organisation, to ensure females are provided with the support and opportunities necessary to address any imbalance or disparity in pay and reward.

