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# GENDER PAY GAP REPORT 2022



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# Introduction

Garic is a specialist rental equipment company in the UK that employs circa 270 employees, split across 5 locations in the UK.

Inclusion and Diversity continues to be a core focus for Garic, and we recognise we have a responsibility to drive progress in this area as we grow. We continue to see women in a variety of roles across the business and increasing female representation is something we are committed to improving.

Like many other businesses in our sector, we struggle to recruit women into our operational roles and therefore our workforce is reflective of the nature of our business and the sectors we operate in. A significant proportion of our employees are in operational roles; depots, HGV drivers, fitters and production, and these roles are predominantly held by men.

We are pleased to report, that since our previous Gender Pay Gap report, the number of females has increased to 18.8% and by the end of 2021, the number of females was 20.23%; the highest proportion of women we have had to date.

Females make up 13% of the upper pay quartile, an increase of 2% on the previous year and 19% of the upper middle quartiles, an increase of 3% again on the previous year. The largest representation is still seen in the lower quartile of 29%. This is representational of the fact that women make up a significant proportion of the administrative roles across the business, which are generally lower paid roles.

Over the last 12 months, we have continued to actively promote and support our female employees across the business. We continue to embrace a flexible approach to working across a number of roles in the business, many of which are held by women, and we have supported more flexible working requests. In our last gender pay gap report, we committed to carrying out a family friendly policy review and I'm pleased to confirm at the end 2021, we introduced our Family Friendly Policy which supports with enhanced pay for maternity, paternity, adoption, and shared parental leave.



**Mark Albiston**  
CEO

## Gender Pay Gap in Hourly Pay

|                | Mean (£) | Median (£) |
|----------------|----------|------------|
| Male           | 16.02    | 13.58      |
| Female         | 14.38    | 13.13      |
| Gender Pay Gap | 10.2%    | 3.3%       |

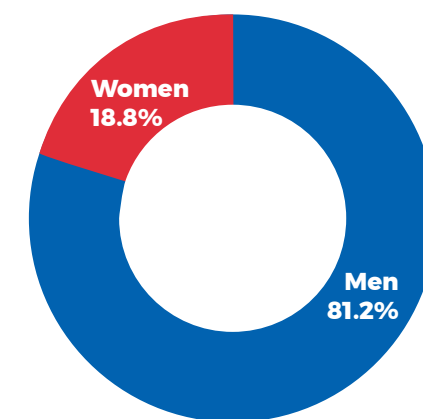
Calculated as per Govt Guidelines



At the end of 2021, we introduced our Family Friendly Policy which supports with enhanced pay for maternity, paternity, adoption, and shared parental leave.

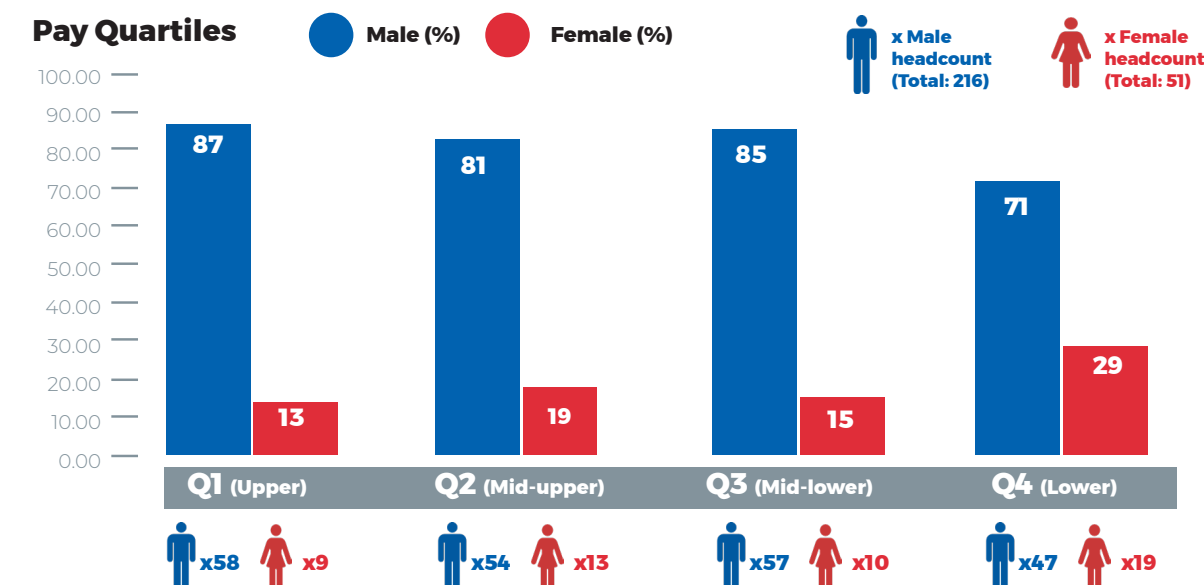
#### Here is a snapshot of our progress over the last 12 months:

- Building on our cultural change programme, we have now introduced an e-learning platform which includes Unconscious Bias training and Equality and Diversity Training for all colleagues.
- We celebrated International Women's Day for the third year running.
- We have maintained 25% female representation across our Leadership team.
- Our 'Involving You' colleague engagement survey results for 2022 continue to score highly on Inclusion and Diversity with both questions showing an increase on the previous results. This year, we reported a score of 78.1 for the question "My manager encourages and openly supports an inclusive and diverse workforce" coupled with a score of 85.5 for the question "I feel the company culture allows me to truly be myself at work". It is positive to see the work that we're doing across the business is reflective in our colleagues scores, although we recognise there is still room for improvement here. By way of context, the survey measures the % of colleagues who respond to each question on a frequency scale from 'No, never' to 'Yes, always'. The %'s are indexed to produce one aggregate score for each question, making benchmarking more easy to assess. As an example, a score of 80 is achieved when circa 70% of colleagues answer 'Yes, always', with 30% of colleagues answering 'Yes mostly'.
- We have set up a Women's Health Group to provide further peer support to women across the business.
- We will be implementing our first Inclusion and Diversity strategy in 2022 which will include implementing blind recruitment practices to increase workforce diversity and embedding I&D practices into the business, equipping leaders and colleagues to manage and understand inclusive and diversity practices.
- Our Falkirk Depot has 23% female colleagues, with two colleagues working in roles which are predominantly held by men.
- The introduction of Compass, a Bibby Line Group wide programme of work, part of which focuses on Active Inclusion and Schools outreach programmes. Both of these programmes will actively support and complement the work we'll be starting on in 2022.



Gender Balance

#### Pay Quartiles





The number of females across the business increased to 18.8% and by the end of 2021 it was 20.23% - the highest proportion of females we have had to date.

### Key points to note from the findings

It is difficult to draw meaningful comparisons against last year's data because the figures were impacted by a high proportion of colleagues on furlough during the relevant pay period and due to the bonuses for the Executive and Management Teams being deferred to outside the relevant period. That being said:

- The number of females across the business increased to 18.8% and by the end of 2021 it was 20.23% - the highest proportion of females we have had to date.
- Our median gender pay gap is 3.3% and our mean gender pay gap is 10.2% - a reduction of 6.8% and 4.8% respectively against last year's figures. This is attributed to the fact there were 4 relatively senior females appointed into the business during the period which helped to reduce the gap of both the mean and median pay rates.
- Our hourly pay rates for our operational colleagues and drivers include the various allowances and these are traditionally occupied by males, compared to women who are usually not eligible for these due to the roles they work in.
- The number of men and women receiving a bonus increased from last year (Men +19.2% and women +24.7%), this is in response to a small discretionary payment that was issued across the business in December 2020 as a thank you to colleagues in response to our performance during Covid.
- Both the mean and median hourly pay rate for men is higher as there are more males in senior positions across the organisation however it is positive to see the gap has decreased from the previous year.
- The bonus gender pay gap increased significantly against last year's figures; however, this is because bonuses for our Executive and Management Teams were deferred to outside of the relevant period in 2020 due to the Covid pandemic. These bonuses were captured in the relevant period this time and therefore have made a material difference to the results.
- We expanded the scope of the management team bonus meaning that more men and women were entitled to a larger bonus than in previous years, however proportionally there were more men in the expanded scope.

### Bonus Pay Gap Figures - Median & Mean

|                   | Mean Bonus (£)  | Median Bonus (£) |
|-------------------|-----------------|------------------|
| <b>Male</b>       | <b>1,869.97</b> | <b>1,108.60</b>  |
| <b>Female</b>     | <b>1,505.24</b> | <b>1,143.75</b>  |
| <b>Difference</b> | <b>19.5%</b>    | <b>-3.2%</b>     |

Calculated as per Govt Guidelines

### % of Ees receiving bonus

|               |             |
|---------------|-------------|
| <b>Male</b>   | <b>94.2</b> |
| <b>Female</b> | <b>88.5</b> |

In summary, the focus for Garic moving forward is to ensure we build on creating an inclusive culture, where colleagues have the opportunity to develop and reach their potential, regardless of their gender. We are committed to narrowing the gender pay gap through a range of activities as outlined, however, key to this is ensuring that all colleagues have access to development opportunities and that we have a clear understanding of any barriers that may prevent this. Providing access to development plans for all colleagues will take time, however, work will start on this in 2022 and we will continue to report on our progress. Our ultimate aim is to ensure that we can encourage and support colleagues of any gender to grow and develop in their roles, whilst creating an environment where colleagues are supported with their home and work life balance.



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