



Gender Pay Gap Report 2017

gullivers.co.uk

Gender Pay Gap

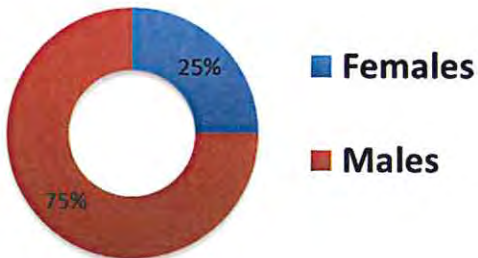
The gender pay gap is defined as the difference in the average pay difference between men and women. Like many other businesses in our industry we have the same struggles in regards to our workforce as our gender pay gap is driven by:

1. Employing more males than females at a senior level
2. Employing more females in junior and support roles.

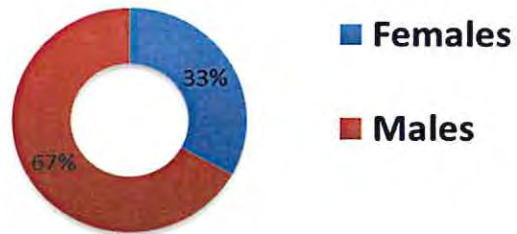
(Our snapshot figures were based on 287 males and 63 females)

Quartiles

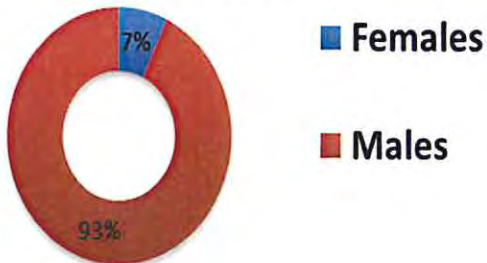
LOWER QUARTILE



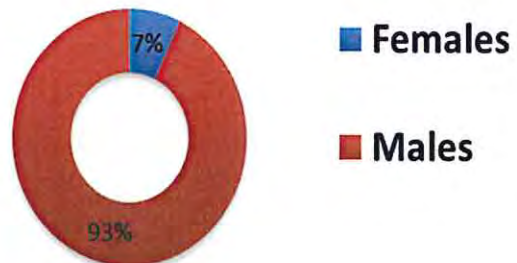
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



BASIC PAY- Difference in average pay between men and women

MEAN **16%**

MEDIAN **19%**



BONUSES- Difference in average bonus paid between men and women who received a bonus.

MEAN **22%**

MEDIAN **0%**

Actions to be taken to reduce the gap...

- 1. As we are a levy paying company we will look at taking on and encouraging more female apprentices to come on board so that we try to make those roles less male driven.**
- 2. We currently have a graduate programme in place for trainee accountants to join the business we will be looking at extending this through the business so that we can encourage and motivate more women to join the company.**
- 3. The Company is open to discussing shared roles to help be flexible around family commitments and working hours.**
- 4. Our recruitment advertising will be focused at encouraging both males and females.**

Declaration:

We confirm that Gulliver's Truck Hire UK Ltd's pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Amrat Patel
Finance Director