

Parkingeve Ltd Gender Pay Report as of 5th April 2022

Parkingeve Limited is the UK's leading private car park management company (Company registered number 05134454). Our gender pay gap analysis is included within this document.

The gender pay gap is the relative difference in the average pay of men and women across the labour market. It illustrates the divergence in terms of pay and progression between men and women.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the Regulations) was introduced in an effort to reduce the United Kingdom's gender pay gap.

The four types of figures we are required to report, as set out by the Government, are as follows:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Parkingeve's results can be found in this report and on the government website and are based on data as of 5th April 2022.

For the purposes of the pay analysis, to ensure alignment with the regulations, we have not included any employees who were in furlough on 5th April 2021. This resulted in only 227 out of 314 employees being included in the gender pay reporting analysis (compared to the previous year of 122 out of 349 being included, due to employees still being in furlough as a result of the pandemic).

For the purposes of the bonus analysis, this includes any employee on the payroll on 5th April 2022 who received a bonus in the previous 12 months (i.e., furloughed employees were included).

Definitions

Mean hourly pay gap: The difference between the mean hourly rate of pay that male and female relevant full pay (i.e., employed on 5th April and are being paid their full pay) employees receive.

Median hourly pay gap: The difference between the median hourly rate of pay that male and the median hourly rate that female relevant full pay employees receive.

Mean bonus pay gap: The difference between the mean bonus that male employees receive and the mean bonus that female employees receive.

Median bonus pay gap: The difference between the median bonus for male employees and the median bonus of female employees.

Pay quartiles are worked out by placing all salaries in order, regardless of gender, and dividing in to 4 quarters. The proportion of males and females in each quarter is then calculated.

For the pay gaps, a positive % indicates the extent to which women earn, on average less per hour and a negative % indicates how much women earn more per hour than men. The calculations include all elements of pay as defined in the regulations.

Commentary

The mean gender pay gap means that the overall total of men’s salaries added together are 14.12% higher than the total salaries of women. It does not indicate that men are paid 14.12% higher than women in an equivalent role.

When salaries for males and females are put in order, the median salary for females is 20.51% lower than the median salary for males.

The lower quartile of employees is a 50:50% split male to female and this contributes positively to the gender pay gap in favour of women at -2.84%.

The lower middle quartile was made up of predominantly female dominated roles, which is a shift from the previous year, which was predominantly made up of male dominated roles. This quartile contributes -9.35 to the gender pay gap – ie woman in this quartile are paid higher than the men in this quartile.

The Upper Middle quartile was made up of naturally male dominated roles, for example ground workers, field-based engineers, surveyors and IT support. This contributes 7.37% to the pay gap.

The Upper Quartile shifted more towards the men. A large number of the jobs are again male dominated field-based engineering roles. This level contributes to 18.94% to the pay gap.

The mean bonus gap has come down from 53.3% in 2021 to 27.04% in 2022, meaning that the mean bonus for men was 27.04% higher than the mean for females receiving a bonus across all roles where employees received some type of bonus (including commission). Again, this does not mean that males in the same roles as females are receiving a higher bonus, but rather that as there are more males than females in the upper quartiles, a higher proportion of the bonus is paid to males.

Results

| Element | Reporting Figure | |
|---|------------------------------|----------|
| | 2022 | |
| Mean Gender Pay Gap | 14.12% | |
| Median Gender Pay Gap | 20.51% | |
| Proportion of men and women in each quartile | Male | Female |
| | Upper | 66% 34% |
| | Upper Middle | 63% 37% |
| | Lower Middle | 39% 81% |
| | Lower | 50 % 50% |
| Mean Bonus Gap | 27.04% | |
| Median Bonus Gap | 51.96% | |
| Proportion of men and women who receiving bonus pay | Male 28.92% Female 35.17% | |
| | | |

Conclusions and Our Commitment

We are confident that the difference in our gender pay gap figures are driven by the gender profile of the workforce in certain roles and not by our reward policies. Achieving a complete balance of males and females across all areas of the business continues to have difficulties, given the low number of females in some areas of our industry. However, we will continue to monitor and manage this proactively.

Parkingeye Ltd supports and encourages a culture of gender diversity amongst its workforce. It is through the contributions from people of all backgrounds that our business will succeed. We are committed to enabling all colleagues to reach their full potential. Only innovative thinking will produce the practical solutions we need to tackle the varying challenges faced by our business, together with industry leading thinking that generates value for all our stakeholders.

- The number of female Directors remains the same as the number of male Directors giving a great balance of representation at this level where strategy is created and driven.
- We support the British Parking Association's 'Women In Parking' group, which encourages all genders to become members.
- We continue to roll out enhanced personal safety equipment in certain roles, where the roles might be less attractive to women.
- We regularly review male/female salary levels and bonus schemes across the business to ensure equality of treatment.
- All employees are able to apply for flexible working and we operate great flexibility for home working for those roles that are not field based.
- Menopause Awareness policy is being rolled out, including menopause awareness training for all managers. This support for women may encourage women to stay in the work place.
- Coaching and mentoring of female junior managers to support them moving into senior management.

We continue to address and reduce our gender pay gap by reviewing our recruitment processes internally and externally, job descriptions, job adverts and pay and bonus structures to ensure we can attract and retain a diverse range of applicants. We also review our policies and initiatives to ensure they are supportive and inclusive for all genders.



Phil Boynes

Chief Executive Officer

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.