

## **Parkingeeye Ltd Gender Pay Report as of 5<sup>th</sup> April 2023**

Parkingeeye 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 shows the distribution of roles taken up by men and women across the business and how they are rewarded.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the Regulations) was introduced 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

Parkingeeye's results can be found in this report and on the Government website and are based on data as of 5<sup>th</sup> April 2023

### **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 5<sup>th</sup> 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. Please note that this does not show the extent to which men and women are getting equal pay for equal work.

## Commentary

The 2022/23 report includes all employees for the first time since reporting starting again in the pandemic. The last report included 227 out of 319 employees. This report includes all employees. Therefore there is a shift in the profile of the male/female numbers across the quartiles.

## Results

Element	Reporting Figure			
	2023			
Mean Gender Pay Gap	16.95%			
Median Gender Pay Gap	25.75%			
Proportion of men and women in each quartile		Male	Female	% Contribution
	Upper	58.44%	41.56%	12.81%
	Upper Middle	75.64%	24.36%	18.4%
	Lower Middle	43.59%	56.41%	-5.21%
	Lower	35.90 %	64.10%	-9.05%
Mean Bonus Gap	55.09%			
Median Bonus Gap	67.36%			
Proportion of men and women who receive bonus pay	Male	31.21%		
	Female	51.3%		

The mean gender pay gap means that the overall total of men's salaries added together are 16.95% higher than the total salaries of women. It does not indicate that men are paid 16.95% higher than women in an equivalent role.

When salaries for males and females are put in order, the median salary for females is 25.75% lower than the median salary for males.

The lower quartile of employees this year dominated by females where the split has gone from 50:50 in 2022 to 38.75 men to 61.25 females. The split male to female contributes positively to the gender pay gap in favour of women at -9.05%

The lower middle quartile was made up of predominantly female dominated roles for another year. This quartile contributes -5.21 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 (76.25% men and 23.75% female), for example ground workers, field-based engineers, surveyors and IT support and a growing software development team. This contributes 18.4% to the pay gap.

The Upper Quartile has more of an even balance compared to the previous year with 59.49% men and 40.51% females. . A large number of the jobs are again male dominated field-based engineering roles. This level contributes to 12.81% to the pay gap, which has reduced from 18.94% contribution.

The mean bonus gap has returned to its higher level of 2021 53.3% in 2021 to 27.04% in 2022 and then back up to 55.09% in 2023. This indicates that the mean bonus for men was 55.09% 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. Also, the bonus structure for the roles in the lower quartiles of salary are a lower value bonus (incentive for productivity) compared to the different types of schemes in the Upper Middle and Upper quartiles (commission, management bonus scheme). A higher percentage of women receive some sort of bonus compared to men, but the bonus is a lower amount due to the nature of the roles that the majority of the women have. Bonus allocations are monitored to ensure objectivity (KPI related). The number of part time workers also impacts the level of bonus. At this point out of 32 part-time workers, 31 were female.

The gender pay gap calculations mainly show the distribution of the differing roles taken up by men and women in the organisation. This information does not represent the extent to which men and women getting equal pay i.e. do men and women doing the same work receive equal pay. A regular comparison of male/female salaries is carried out to ensure that comparable jobs are paid equally. For example, roles starting on the same pay, and analysis of pay at pay review. Upon analysis of similar roles across the business where there are males and females working in the roles, we are satisfied that salaries are sufficiently equitable.

### **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.

Parkingeve 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 can apply for flexible working and we operate great flexibility for home working for those roles that are not field based.
- Menopause Awareness policy has now been rolled out and all people managers / mental health first aiders have been trained. We are proud to be working towards accreditation that we are a menopause friendly employer. This support for women may encourage women to stay in the workplace.

- Coaching and mentoring of female junior managers to support them moving into senior management.
- We are reviewing our family friendly policies (maternity pay and so forth).
- We are aware of where we have male dominated roles and encourage females to apply and vice versa.

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.