

ParkingEye Ltd Gender Pay Report as at 5 April 2018

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 on, 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

ParkingEye Ltd results can be found in this report and on the government website and are based on data as of 5th April 2018.

Why a Gender Pay Gap Exists

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

Analysis of the data behind our mean pay gap of 8.2% shows us that that the gap can be attributed to two reasons:

1. There are more men than women in senior roles; and
2. There are more men than women within the lower quartile, from which we source most of our employees.

Hourly Pay and Bonus Pay Gender Pay Gap

	Mean (average)	Median (mid-point)
Hourly Pay	8.2%	2.5%
Bonus	71.1%	57.3%



Proportion of men and women in each pay quartile



Mean hourly pay gap: The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

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

Bonus proportion of males and females receiving a bonus payment.

Our Commitment and Actions

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, as 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 will diversify the facilities management market.

We continue to address and reduce our gender pay gap by reviewing our recruitment processes, job descriptions, job adverts, pay and bonus structures to ensure we can attract as diverse a range of applicants. Our aim is to encourage and recruit more female applicants into IT, Sales and Technical roles. This aim will not be without its difficulties, given the low number of females choosing to enter these areas of our industry. However, we will continue to proactively manage this approach through our recruitment process within our business to ensure that it is inclusive of 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.