

## **Parkingeeye Ltd Gender Pay Report as at 5<sup>th</sup> April 2020 – Reporting Date April 2021**

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 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

Please note that requirement for reporting 2019 figures was suspended due to the COVID 19 Pandemic.

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 2020.

For the purposes of the pay analysis, to ensure alignment with the regulations, we have not included any employees who were in furlough on 5<sup>th</sup> April 2020. This resulted in only 122 out of 349 employees being included in the gender pay reporting analysis.

For the purposes of the bonus analysis, this includes any employee on the payroll on 5<sup>th</sup> April 2020 who received a bonus in the previous 12 months (ie 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 (ie 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.

## Commentary

The mean gender pay gap means that the overall total of men’s salaries added together is 9% higher than the total salaries of women. It does not indicate that men are paid 9% more than women in an equivalent role.

Indeed, when salaries for males and females are put in order, the median salary for females is 20.3% higher than for males.

Three out of four quartiles are fairly well distributed evenly male to female, although there is still room for improvement. This has progressed since the last report where the male / female split was less balanced.

The lower middle quartile is male dominated due to the nature of the roles falling into this pay quartile.

The mean and median bonus pay gap is down to the nature of the bonuses and commission payments associated with the different roles in the business. There is potential for a relatively small bonus in some of the roles, which by nature of the roles are predominantly male dominated. Therefore, we see the mean and median bonus pay for females being higher than that of males. Again, this does not mean that females in the same roles as males are receiving a higher bonus, but rather there are more males in the roles which have an associated bonus, which is relatively lower.

The proportion of men and women receiving bonus pay is equal. This has improved since the last report.

## Results

Element	Reporting Figures	
	<b>2020</b>	
<b>Mean gender pay gap</b>	9.0%	
<b>Median gender pay gap</b>	-20.3%	
<b>Proportion of men and women in each pay quartile</b>	<i>Male</i>	<i>Female</i>
	<i>Upper:</i>	54.8%      45.2%
	<i>Upper middle:</i>	53.3%      46.7%
	<i>Lower middle:</i>	70.0%      30.0%
	<i>Lower:</i>	48.4%      51.6%
<b>Mean bonus pay gap</b>	-153.8%	
<b>Median bonus pay gap</b>	-170.0%	
<b>Proportion of men and women receiving bonus pay</b>	Male: 34.4% Female: 34.4%	

## 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.

Since the last report:

- We have addressed the balance of males and females at the Director level, and we continue to support and promote women in senior levels.
- We support the British Parking Association's 'Women In Parking' group, which encourages all genders to become members.
- We are rolling out enhanced personal safety equipment in certain roles, where the roles might be less attractive to women.

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.