

All large UK companies employing over 250+ people are required to report the following gender pay gap figures:

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

As a leading provider of portable accommodation and secure storage containers, at Mobile Mini we welcome this step. Mobile Mini are committed to creating a culture that values and recognises inclusion and diversity in our workforce.

Within the hire sector previously, the majority of our job roles have been multi-skilled yard workers and Heavy Goods Vehicle (HGV) drivers due to the nature of the service that Mobile Mini offers. This has meant that the balance of the workforce has historically been dominated by male employees.

Over recent years, Mobile Mini has continued to grow and invest in our people and we have demonstrably increased our commitment and focus to succession planning to support the future needs of the business.

Reviewing our structure in line with business needs and responding flexibly has increased the variety of job opportunities which are available and our approach has enabled us to widen the skills pool and the opportunities which we have available for talent within the organisation. In 2019/2020 30% of our appointments were recruited internally as part of internal development and promotions.

A third of our internal promotions in April 2019 – April 2020 were female.

We are committed to attracting, retaining and developing the careers of all employees, regardless of their sex. We are therefore pleased to report that this year we have doubled our number of female job applications for roles within the Company, including our Yard and Driver roles as well as in the Support Centre and Offices.

We are also proud to say that nearly a quarter of our most senior operational manager roles in the business including Branch Managers are female.

The gender pay gap takes into account all roles at all levels of the Company, rather than comparing pay received by women and men performing the same roles. We regularly review our employee pay to ensure men and women are treated equally when performing the same role.

We are therefore confident that we do not have an equal pay issue at Mobile Mini. At the end of this report we have highlighted our ongoing plan to continue to achieve this.

### **Our Gender Pay Gap Figures**

At Mobile Mini our gap between the hourly rate for women and men is 19%. However, it is also significant and important to note that women at Mobile Mini are only 10% less than men when reporting the median average hourly rate. Median averages are useful to indicate the 'typical' situation within a Company and are not distorted by very large or small rates.

It is therefore also very important to note alongside these figures that the mean bonus pay received by female employees during April 19- 20 was 28.5% higher and the median bonus pay was 43.7% higher for females than males.

It is also important to note that the gender pay gap and the average hourly earnings takes into account bonus payments made at a snapshot date. This snapshot date was the 5<sup>th</sup> April 2020. For this payroll date, a significant number of our branch workforce who are predominantly male received notable company bonus payments plus some senior managers who are male. This has inflated the average hourly rate for our male employees in comparison to our female employees. Senior managers who are female received payment on a different payroll date.

We are proud that we ensure that all employees are entitled to a bonus or commission reward regardless of their gender or role and the fact that all employees are directly rewarded for the Company's success.

This gender pay gap is therefore not linked to the ability or potential of our female employees to earn bonus or commission.

When considering the total bonus payments which were received by our employees during April 19- April 20, a higher percentage of our female workforce received bonus compared to our male workforce.

At Mobile Mini 94.2% of females compared to only 84.2% of males received company bonus during 2019/2020.

In addition to this, the mean bonus pay received by male employees during April 19- 20 was 28.5% lower than that received by females. In addition to this the median bonus pay for females was 43.7% higher for females than males.

This demonstrates that when taking into account total remuneration over the whole year females in Mobile Mini received notably higher mean and median bonus payments than their male colleagues but when simply considering a single snapshot in time received 10% less median average hourly rate.

### **Mobile Mini Figures**

#### **Gender Pay Gap (Mean and Median)**



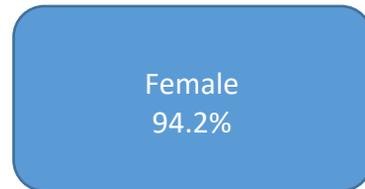
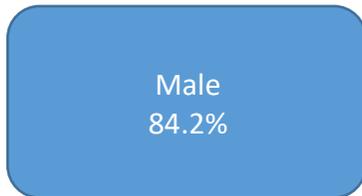
These results demonstrate our mean and median hourly gender pay gap, at the snapshot date of the 5<sup>th</sup> April 2020.

#### **Gender Bonus Gap (Mean and Median)**



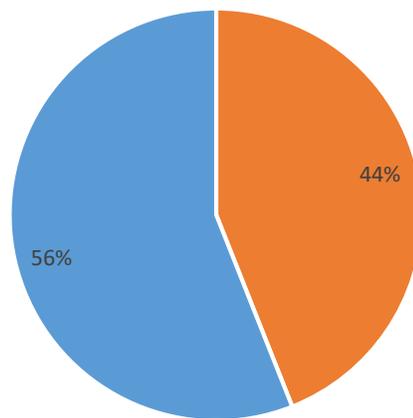
---

**Proportion of men and women who received a bonus**



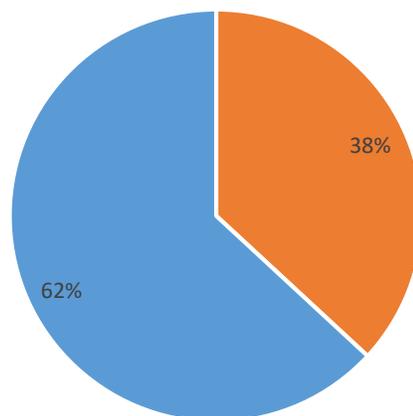
## Quartiles

### First Quartile



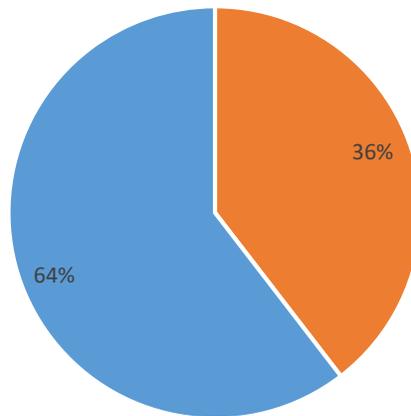
■ % of Female Employees in Quartile    ■ % of Male Employees in Quartile

### Second Quartile



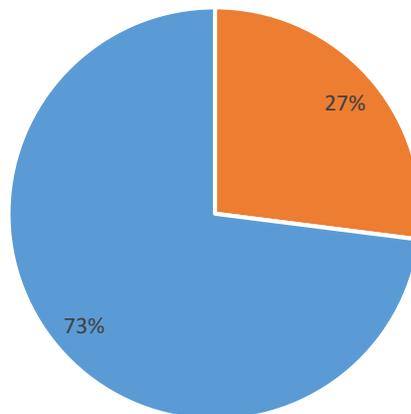
■ % of Female Employees in Quartile    ■ % of Male Employees in Quartile

### Third Quartile



■ % of Female Employees in Quartile    ■ % of Male Employees in Quartile

### Fourth Quartile



■ % of Female Employees in Quartile    ■ % of Male Employees in Quartile

At Mobile Mini, we believe that our gender balance will change as we continue our work to support all aspects of diversity. Below are steps that we are taking to reduce this gap and we recognise that making a significant difference will take time.

### **Attract, recruit and retain employees**

- We will continue to regularly review our recruitment processes to ensure that we are always transparent and fair.
- We will continue our ongoing programme of leadership development to ensure that our leaders are well trained and make competent and fair decisions regarding people, recruitment and pay.
- We are focussing on updating our website and dedicated careers site to help attract the best talent to our business, with a focus on positive female representation
- We regularly update and review our job adverts to ensure that it appeals to the widest possible talent pool.
- We will continue to build partnerships with different bodies to ensure we encourage female talent into our industry.
- We will focus on retaining our maternity and paternity returns by ensuring that we keep exploring flexible ways of balancing home and work commitments whilst ensuring these are in line with business requirements.

### **Training and Development**

- We will continue to invest in talent development, an example of this is our development programmes which are aimed at potential leaders for the future. We will ensure that we have a high number of women included on this programme.
- We will continue to develop our apprenticeship programme to ensure that the roles are gender neutral and provides opportunities for women to be involved in learning new skills.
- We will continue to work with our leaders to ensure that our succession plans and the development plans supporting these are inclusive.

The data in this report is accurate and in line with Government reporting regulations.



Louise Arnold  
People and Strategic Director