



Sunbelt Rentals Limited Gender Pay Report 2023

Introduction

Sunbelt Rentals is the leading equipment rental company in the UK with over 4,300 employees at the date of this statement. We offer a broad range of equipment for a wide range of applications to a diverse customer base through our nationwide store network.

Having an engaged and diverse workforce, where our people feel motivated and valued to fulfil their potential and support our customer base is critical to the continued success of our business. To that end, our objective is to be a leading employer in our industry, with Sunbelt Rentals being a Real Living Wage employer. We continue to monitor industry pay closely, and benchmark our salaries, to ensure a competitive package is offered to attract, retain and appropriately reward our employees.

Our workforce reflects the nature of our business, the industry we operate in and the markets we serve. As such, a significant proportion of our employees are fitter engineers, HGV drivers and traffic management operatives, and most of these roles are held by men. Our sector-leading apprenticeship scheme has seen successful in increasing the number of women within both engineering and customer service teams. This will broaden the representation of women within our workforce at all levels as they progress through the company. While this will take several years to make an impact, it is also supported by a broader recruitment approach to encourage a more diverse mix of candidates.

Our gender pay report for 2023 is set out below. While we continue to make progress on encouraging diversity across our workforce, the shifts in our reported data reflect the fact that relatively small changes in our workforce profile can have a significant impact on our gender pay data given the current proportion of women to men. Our approach is to reward our workforce by reference to individual performance, experience, and skill set, and as such we are confident that any pay or bonus gap reflects the structure of our workforce. Nonetheless, we ensure that we understand the underlying trends in detail so that we can continue to develop and are confident that over time, our initiatives will increase the proportion of women in our workforce at all levels.

We continue to challenge ourselves to seek new ways in which we can encourage and support a more diverse workforce to all levels of our business. The inclusion forums and focus groups run across our business have contributed significantly to the design and implementation of our people strategy. Additionally, the business supports mental, physical, and financial wellbeing programmes and we provide enhanced maternity and paternity policies. It is our strong belief that we have created an industry leading standard in support of our people.

Andy Wright
Chief Executive, March 2024



Gender Pay Reporting

In line with government requirements, we set out below our gender pay statistics as of 5 April 2023. The data required to be reported is:

- the distribution of men and women across four pay quartiles, based on their hourly rate of pay;
- the difference in the mean and median hourly rate of pay between men and women;
- the proportion of men and women who receive a bonus; and
- the difference in the mean and median bonus pay between men and women.

The government has set out the basis upon which these statistics should be calculated.

Pay quartiles

The distribution of men and women across four pay quartiles, based on their hourly rate of pay;

	Top quartile		Upper middle quartile		Lower middle quartile		Lower quartile	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
2023	81%	19%	87%	13%	80%	20%	85%	15%
2022	82%	18%	86%	14%	81%	19%	87%	13%

The table above illustrates the gender distribution at Sunbelt Rentals across the four pay quartiles and shows an increase in women mainly in the top and lower quartile. This is consistent with the proportion of women joining our business in more senior roles and through apprenticeship programme.

Gender Pay Gap

The gender pay gap is the difference between the median and mean hourly rate of pay for men and women.

	Median	Mean
Women's hourly pay is	1.7 % Lower	0.3% Higher
2022 comparison	0.3 % Lower	0.9% Lower

For the current reporting period, the median pay for women is 1.7% lower than that for men while their mean pay is 0.3% higher than that for men. These figures demonstrate that Sunbelt Rentals does not have a significant gender pay gap and any movement in our mean or median figures reflects relatively small shifts in the make-up of our workforce. The gender pay gap should not be confused with Equal Pay, which is a legal requirement and ensures that individuals carrying out similar duties are paid fairly compared to one another. We are committed to ensuring equal pay and our reward policies are designed to ensure this.



Bonus Pay

In the year under review, all employees were eligible to participate in some form of incentive arrangement linked to either company or individual performance.

Proportion receiving a bonus

	Women	Men
Proportion receiving a bonus	76%	80%
2022 comparison	72%	76%

The proportion of all employees receiving a bonus remains high, reflecting strong company-wide performance. The percentage of men and women receiving bonus payments was similar.

Bonus gender pay gap

	Median	Mean
Women's bonus pay is	10% Lower	27% Lower
2022 comparison	Equal	37% Lower

For the current period, the median and mean bonus payments were lower for women than men. The lower median bonus payment reflects the fact that we have proportionately, slightly more women in the lower middle and lower quartiles than men. At a senior level, employees benefit from both annual bonus arrangements and longer-term incentive arrangements, which are subject to vesting conditions over a three-year period. While the number of women in senior positions continues to increase, there are proportionately more men in senior positions which skews these longer-term incentive arrangements towards men within the workforce and results in a lower mean bonus payable to women.