**Lenham Storage Company Limited – Gender Pay Gap Report 2023**

Lenham Storage is required to publish a gender pay gap report and the report is based upon information as of the 5th April 2023.

When calculating the difference in average earnings the gender pay gap takes into account all jobs at all levels and all salaries within the business. This has the result of generating a gender pay gap based on many different reasons.

The requirements stipulate that companies must show the overall mean and median gender pay gap based upon the hourly rates as well as breaking this down to show the gender distribution across four equally sized quartiles based upon the pay range.

1. The mean gender pay gap is 10.2% (2022 : 9.8%)

2. The median gender pay gap is 10.7% (2022 : 8.6%)

3. The mean bonus gender pay gap is -59.1% (2022 : -63.7%)

4. The median bonus gender pay gap is 1.3% (2022 : -100.4%)

5 The proportion of males receiving a bonus payment is 18.9% (2022 : 32.5%)

 The proportion of females receiving a bonus payment is 23.6% (2022 : 38.3%)

6 The proportion of males and females in each quartile

 upper quartile - Male 90% Female 10% (2022 : Male 87%, Female 13%)

 upper middle quartile - Male 78% Female 22% (2022 : Male 75%, Female 25%)

 lower middle quartile - Male 67% Female 33% (2022 : Male 77%, Female 23%)

 lower quartile - Male 57% Female 43% (2022 : Male 52%, Female 48%)

This is the seventh year that Lenham Storage has reported mean and median gender pay gap information. The mean gender pay gap has slightly risen in 2023 from 9.8% to 10.2%. Lenham Storage is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather its gender pay gap is the result of the roles in which men and women work within the business and the salaries that these roles attract.