

Lenham Storage Company Limited – Gender Pay Gap Report 2024

Lenham Storage is required to publish a gender pay gap report and the report is based upon information as of the 5th April 2024.

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 7.9% (2023 : 10.2%)
2. The median gender pay gap is 7.6% (2023 : 10.7%)
3. The mean bonus gender pay gap is -64.0% (2023 : -59.1%)
4. The median bonus gender pay gap is 24.0% (2023 : 1.3%)
- 5 The proportion of males receiving a bonus payment is 20.4% (2023 : 18.9%)
The proportion of females receiving a bonus payment is 22.9% (2023 : 23.6%)
- 6 The proportion of males and females in each quartile
 - upper quartile - Male 89% Female 11% (2023 : Male 90%, Female 10%)
 - upper middle quartile - Male 78% Female 22% (2023 : Male 78%, Female 22%)
 - lower middle quartile - Male 72% Female 28% (2023 : Male 67%, Female 33%)
 - lower quartile - Male 57% Female 43% (2023 : Male 57%, Female 43%)

This is the eighth that Lenham Storage has reported mean and median gender pay gap information. The mean gender pay gap has fallen in 2024 to 7.9%. 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.