

Restore



Records Digital Technology Datashred Relocation



Gender Pay Report

2023





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Foreword

At Restore we believe that equality is more than a policy or legislation to follow. To us it is an essential part of our purpose to deliver a secure and sustainable future for our people, our customers and the communities we're proud to be a part of.

We ensure that our working environment is one where everyone can succeed and thrive and that there is equality of opportunity for all. We also ensure our workforce reflects the diversity of the communities we are part of.

To achieve the potential of the business we know that our team are central to this goal. Therefore having an engaged, capable and diverse workforce that feels valued and is committed to the Company's goals is paramount. We understand that key to this is establishing a culture where our people feel proud to work for us and that they are all valued for their personal contribution regardless of role.

At Restore plc the gender balance of our workforce reflects the hard physical nature of the frontline operational work carried out by our people when serving our customers.

To support equality we must have fair pay. Restore plc are committed to paying colleagues equally and fairly for the job that they hold. Gender Pay Gap reporting gives our business the impetus to look hard at how well we are achieving our objective.

Statutory Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



A white handwritten signature of Angie Wiseman on a dark blue background.

Angie Wiseman

Chief People Officer,
Restore plc



About us

Restore is the UK's leading provider of integrated information and data management, technology recycling and commercial relocation services. Providing physical and virtual data storage, digitisation and automation of data, secure data erasure and destruction, relocation and IT recycling services, our mission is to be the most trusted and environmentally responsible provider to the private and public sector.

2023 Data: Our report combines data from our legal entities across the UK that have 250 or more employees. This report includes five entities: Restore plc (including Records Management), Restore DataShred Limited, Restore Digital Limited, Restore Technology Limited and Harrow Green Limited.

Like many companies in the data management and technology industries, Restore has more men than women at all levels of the organisation. This is a common trend in our sector due to the hard physical nature of the roles.

We aim to ensure our workforce is representative of society and that employees feel respected and able to give their best, but we know that we have more to do to address the gender balance across the organisation.

This year, females make up



of our workforce, a small decrease from 32% in 2022 but an increase from 30% in 2021 and 23% in 2020.



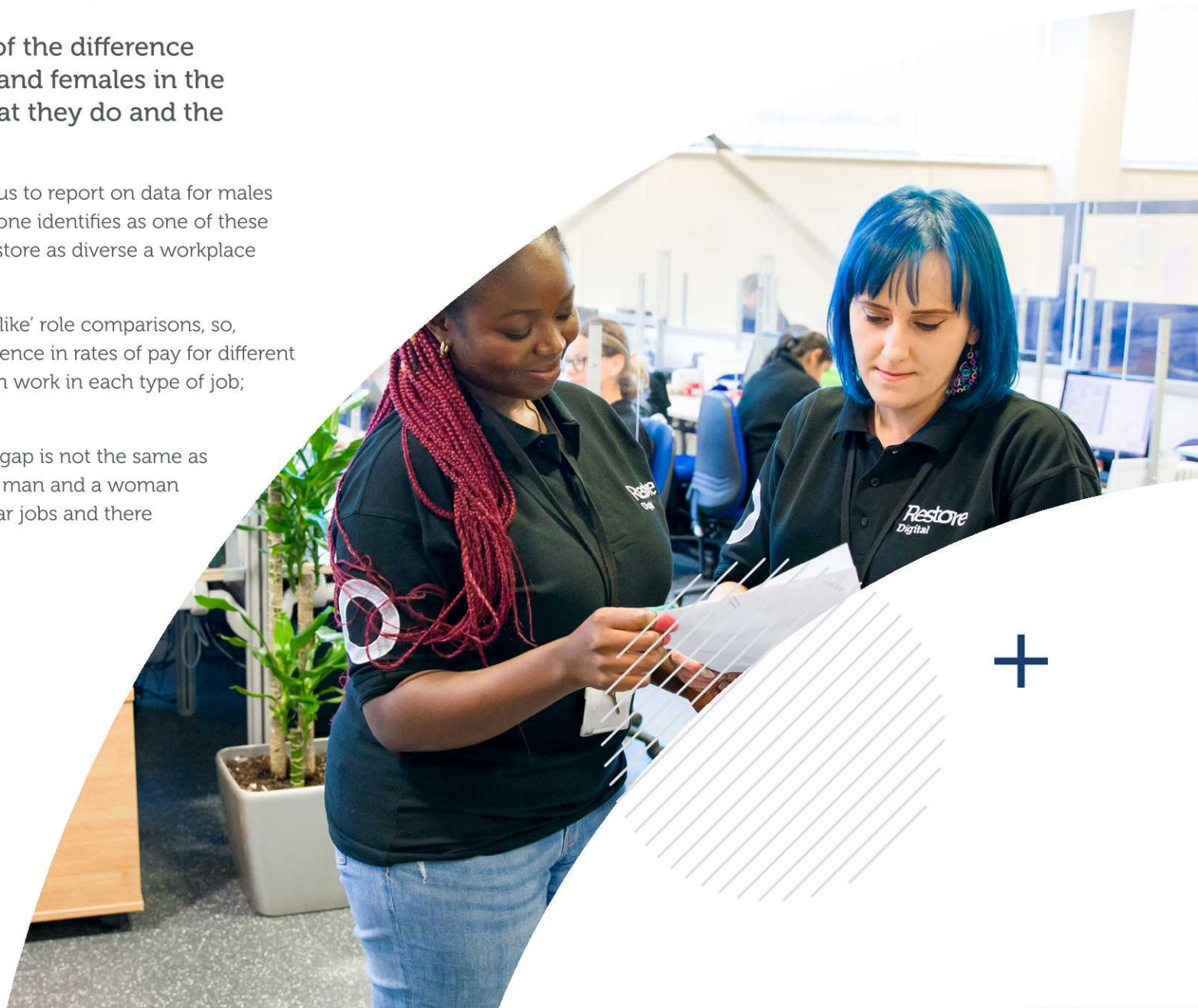
What is the gender pay gap?

The Gender Pay Gap is a measure of the difference between the average pay of males and females in the Company, regardless of the jobs that they do and the role that they play.

For reporting purposes, the guidelines require us to report on data for males and females. We do understand that not everyone identifies as one of these two binary definitions and we aim to make Restore as diverse a workplace as we can for everyone.

Gender pay reporting does not look at 'like for like' role comparisons, so, like the majority of Companies, there is a difference in rates of pay for different jobs and different numbers of men and women work in each type of job; this is what creates a gender pay gap.

It is important to remember that a gender pay gap is not the same as an equal pay gap. An equal pay gap is where a man and a woman are paid differently for doing the same or similar jobs and there are laws to prevent this from happening.



Why report the gender pay gap?



Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on six key measures.

- 1 Mean Gender Pay Gap**
The difference between average hourly earnings of men and women
- 2 Median Gender Pay Gap**
The difference between the midpoints in the ranges of hourly earnings of men and women.
- 3 Quartile Pay Bands**
The proportions of males and females in lower, lower middle, upper middle and upper quartiles
- 4 Mean Bonus Gap**
As above but looking at bonuses paid rather than salary
- 5 Median Bonus Gap**
As above but looking at bonuses paid rather than salary
- 6 Bonus Proportions**
Percentage of males and females receiving a bonus

The purpose of this legislation is to put a spotlight on gender pay.


It aims to encourage larger employers to put solutions in place to reduce the gap, whilst acknowledging the strategic importance of gender balance and equality for ongoing organisational success.



Our Gender Pay Gap Results for 2023

Our 2023 Workforce

 0.2% increase in males year on year

 8% reduction in females year on year

Mean Pay Gap is



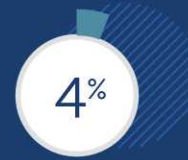
Median Gender Pay Gap

This calculation compares the average hourly pay rate of males and females at Restore.

How it is calculated:

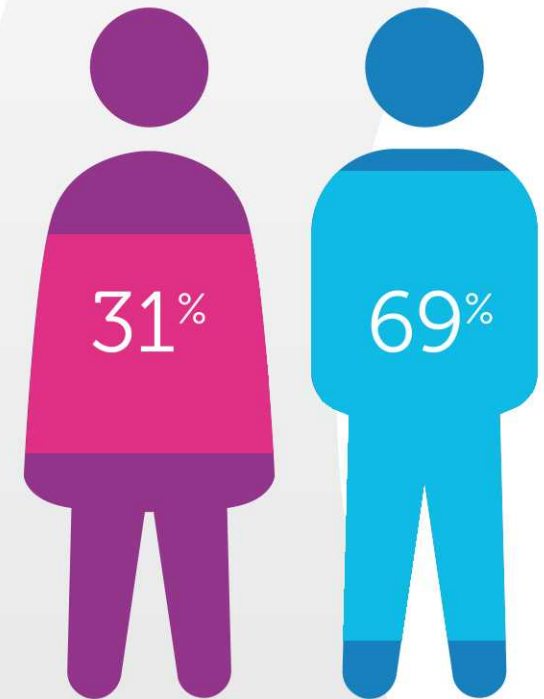
We add up the hourly pay of all of the males and divide by the total number of males. We then do the same for all of the females. The mean pay gap is the difference between the two numbers.

Median Pay Gap



Median Gender Pay Gap

This calculation compares the middle hourly rate of pay of males with the middle hourly rate of pay of females.



Both our mean and median gender pay gaps favour males.

This reflects the predominance of males throughout our organisation. The lower median pay gap reflects the larger number of females in our salary-based sales, managerial and administrative based roles, compared to males who are predominantly in our operational roles.

Pay Quartiles

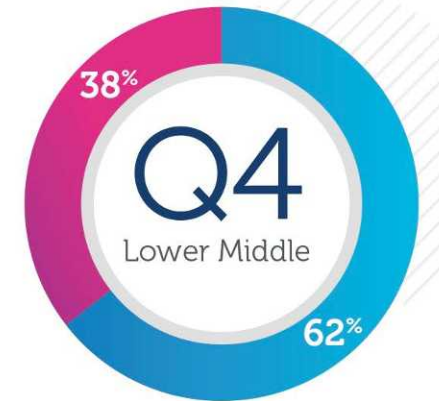
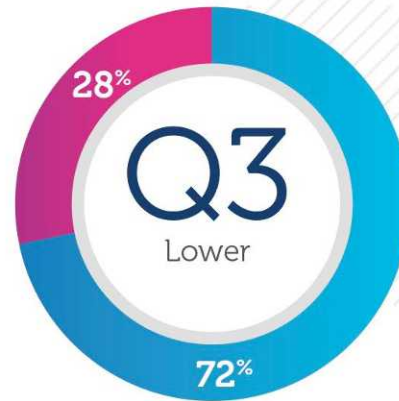
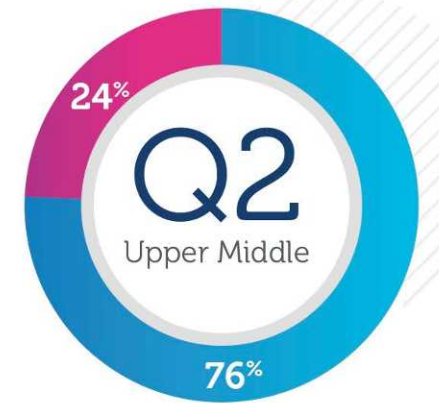
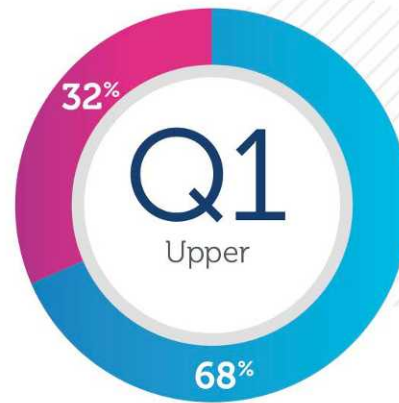
Pay quartiles are calculated by listing all employees from the highest to the lowest paid and splitting them into four Equal Groups.

Once we have done this, we look at the number of males and females in each group.

Our results show there are more males than females in each pay quartile, particularly in quartiles two and three, although there are more females in the lower quartile than in any other quartile.



+



Female



Male



Our Bonus Gap 2023

As well as reporting our mean and median pay gap and the proportion of employees on each pay quartile, we are also required to report the mean and median bonus pay gap and the proportion of male and female employees that received a bonus in the reporting period.

Whilst significantly more males than females received a bonus in the organisation, the proportion of males and females receiving a bonus is similar. The total number of bonuses has increased significantly year on year, with 462 more males and 237 more females receiving a bonus.

In the year, bonuses received by females were generally lower than those received by males, with the median bonus for females being £167 lower than that of males.

The mean bonus gap, however is only £135 lower for females than males, with significantly more males receiving smaller bonuses in the year of less than £100.

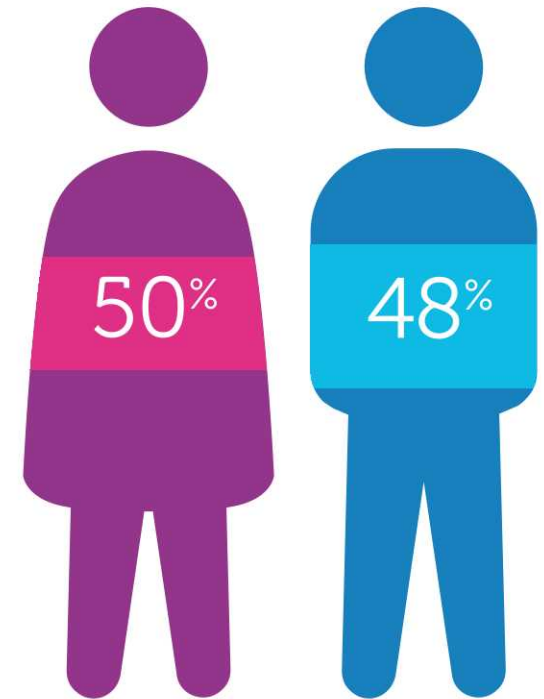
4%

Mean Bonus Gap

15%

Median Bonus Gap

Proportion receiving a bonus



Our plans to close the gender pay gap

We know that it will take time to close the pay gap, however we are committed to driving change.

During 2023 some of our focuses / achievements included:

- › Review and improvements made to our maternity pay policy to provide enhanced maternity pay for all qualifying colleagues
- › Continued support and celebration of a range of D&I events, including International Women's Day
- › Completion of a diversity data campaign across the Group to understand the diversity of our existing colleagues, including an understanding of some of the factors affecting our workforce which are often more prevalent in females e.g. childcare responsibilities and caring responsibilities

In order to drive further change, we will continue to:



Establish a Women's Colleague Network



Review our policies and practices



Support our talented females through learning and development opportunities



Restore plc (inc. Records Management)

	2023		2022	
	Male	Female	Male	Female
Mean gender pay gap	3%		-28%	
Median gender pay gap	0%		-5%	
Quartile Pay Bands	Male	Female	Male	Female
Quartile 1 - Highest Pay Band	72%	28%	65%	35%
Quartile 2 - Pay Band	74%	26%	73%	27%
Quartile 3 - Pay Band	77%	23%	77%	23%
Quartile 4 - Lowest Pay Band	69%	31%	71%	29%
Mean bonus gap	-8%		50%	
Median bonus gap	-4%		0%	
Bonus proportions	53%	77%	32%	49%

Restore Technology Limited

	2023		2022	
	Male	Female	Male	Female
Mean gender pay gap	-24%		-28%	
Median gender pay gap	-21%		-20%	
Quartile Pay Bands	Male	Female	Male	Female
Quartile 1 - Highest Pay Band	69%	31%	74%	26%
Quartile 2 - Pay Band	81%	19%	80%	20%
Quartile 3 - Pay Band	90%	10%	90%	10%
Quartile 4 - Lowest Pay Band	88%	12%	89%	11%
Mean bonus gap	-52%		-37%	
Median bonus gap	-3,019%		6%	
Bonus proportions	39%	43%	36%	53%

Restore Datashred Limited

	2023		2022	
	Male	Female	Male	Female
Mean gender pay gap	-6%		-10%	
Median gender pay gap	-12%		-6%	
Quartile Pay Bands	Male	Female	Male	Female
Quartile 1 - Highest Pay Band	68%	32%	70%	30%
Quartile 2 - Pay Band	67%	33%	65%	35%
Quartile 3 - Pay Band	95%	5%	95%	5%
Quartile 4 - Lowest Pay Band	75%	25%	78%	22%
Mean bonus gap	-81%		-34%	
Median bonus gap	25%		11%	
Bonus proportions	98%	68%	93%	92%

Harrow Green Limited

	2023		2022	
	Male	Female	Male	Female
Mean gender pay gap	-27%		42%	
Median gender pay gap	-50%		-48%	
Quartile Pay Bands	Male	Female	Male	Female
Quartile 1 - Highest Pay Band	76%	24%	78%	22%
Quartile 2 - Pay Band	79%	21%	75%	25%
Quartile 3 - Pay Band	96%	4%	94%	6%
Quartile 4 - Lowest Pay Band	99%	1%	100%	0%
Mean bonus gap	-259%		21%	
Median bonus gap	-1,986%		-342%	
Bonus proportions	20%	5%	55%	89%

Restore Digital Limited

	2023		2022	
	Male	Female	Male	Female
Mean gender pay gap	29%		28%	
Median gender pay gap	18%		16%	
Quartile Pay Bands	Male	Female	Male	Female
Quartile 1 - Highest Pay Band	62%	38%	63%	37%
Quartile 2 - Pay Band	47%	53%	47%	53%
Quartile 3 - Pay Band	30%	70%	43%	57%
Quartile 4 - Lowest Pay Band	33%	67%	18%	82%
Mean bonus gap	62%		62%	
Median bonus gap	41%		76%	
Bonus proportions	28%	33%	27%	26%





For more information please visit:

www.restoreplc.com

Please see these short videos below:



Restore plc



Records



Digital



Technology



Datashred



Relocation



Restore



Records Digital Technology Datashred Relocation

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