

# UK Gender Pay Report 2021

RLC (UK) Limited approach to gender pay is based on our values of Integrity, Respect, Passion and Pride to ensure all our employees are treated equitably and fairly in an environment that supports diversity and inclusion. We have implemented a compensation process to ensure the framework applied to evaluating roles is transparent, consistent and non-discriminatory.

We believe we do not have an issue in terms of pay equality, but a lack of female representation in our industry presents challenges in recruiting more females. To address these challenges, we have a strategy in place focussed on increasing the diversity in our workforce through the implementation of STEM initiatives, graduate and apprenticeship programmes to attract more females into our industry.

Gender Pay Gap legislation requires an employer with 250 employees or more to publish their gender pay gap for their employees. The data shows the position on gender pay as 5<sup>th</sup> April 2021.

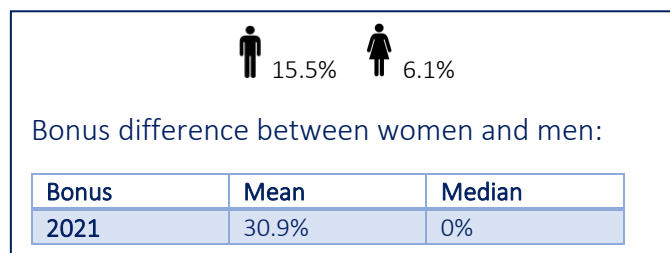
## What is Gender Pay?

- The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women. The **mean** gender pay gap is the difference between the average hourly earnings of men and women across a whole workforce.
- The **median** hourly pay gap is the **difference between the midpoints** in the ranges of hourly earnings of men and women.
- Our **mean** gender pay gap is -40.9% and is calculated on the basis of earnings for the pay period ending 5<sup>th</sup> April 2021
- Our **median** gender pay gap is -121.5%, for the same period.

Success of our business is due to the dedication and commitment of the workforce. We always put every effort into building greater equality across a more diverse and inclusive workforce.

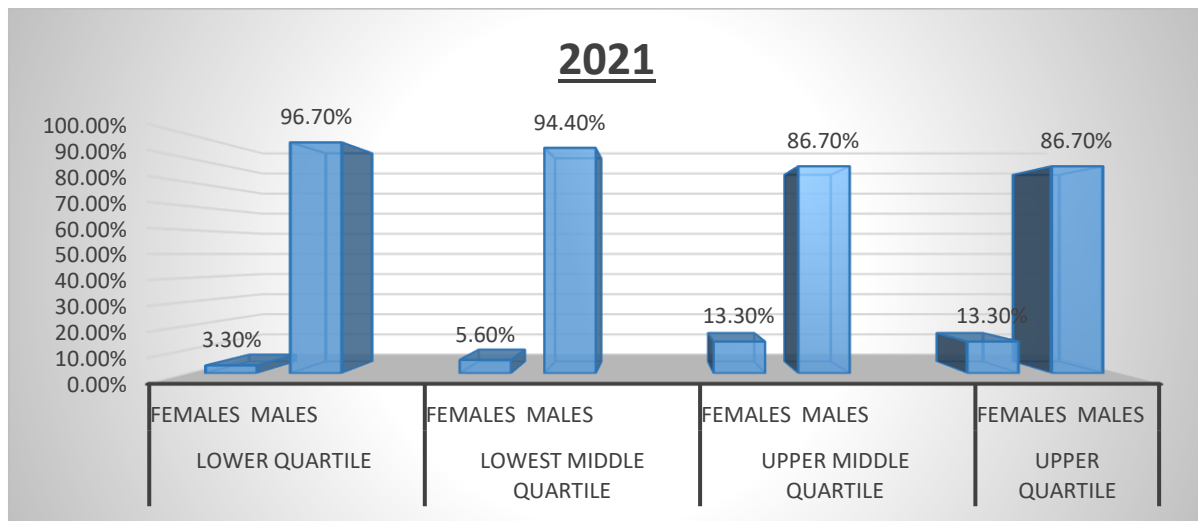
## Proportion of employees receiving a bonus:

*in the 12 months preceding 5 April 2021 this includes bonus made for long service and payment made for additional work on bank holidays.*



## Gender profile by pay quartile:

This information shows the gender split when ordered by hourly rate of pay from the highest to the lowest and grouped into four equal quartiles.



RLC (UK) Ltd is committed to inclusion we see that it is fundamental to our efforts in creating a great working environment and culture, where we respect diverse backgrounds, and perspectives. We support flexible working, provide good holiday entitlement and training, development opportunities and have a robust recruitment strategy and compensation processes in place to support reducing the gender gap.