

UK Gender Pay Report 2020



Gender Pay Gap legislation, requires an employer with 250 employees or more to publish their gender pay gap for their employees.

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.

Gender Pay gap between women and men:

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Median Gender Pay Gap across RLC employees in the UK	-53.1%
Mean Gender Pay Gap across RLC employees in the UK	-4.2%

Proportion of employees receiving a bonus:



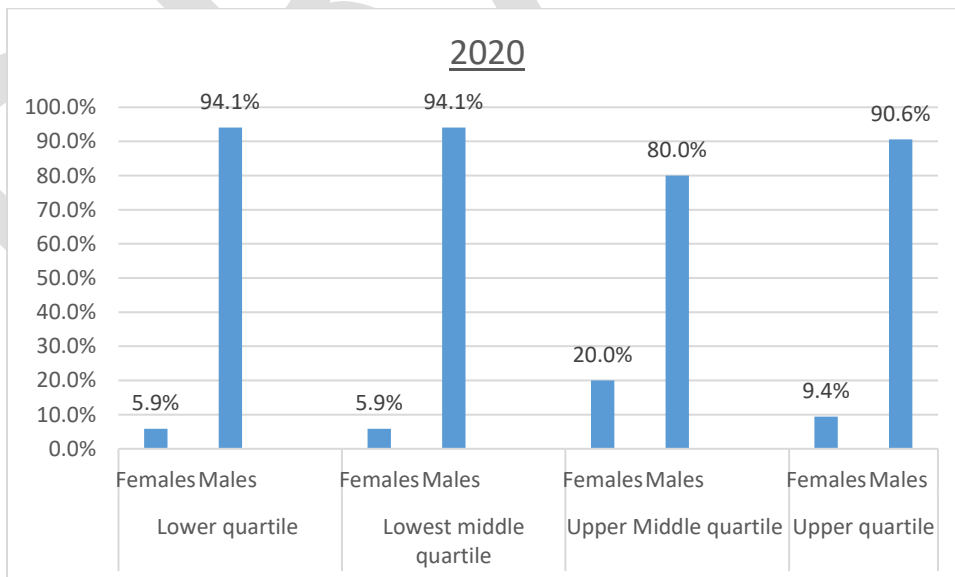
Bonus difference between women and men:

in the 12 months preceding 5 April 2020 this includes bonus made for long service and payment made for additional work on bank holidays.

Bonus	Mean	Median
2020	-111.1%	-91.7%

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.



Within the engineering sector, inherently there are more male employees than females, however, we are pleased to report over the past 12 months there has been an increase in females in the upper middle quartile. The organisation continues to review its reward and benefit packages to attract the widest pool possible for all roles. We will continue to take proactive steps to drive representation across the business.