



UK Gender Pay Report 2025

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 5th April 2025 for the GB entity of RLC UK.

What are the Gender Pay statistics for RLC UK (Altham)?

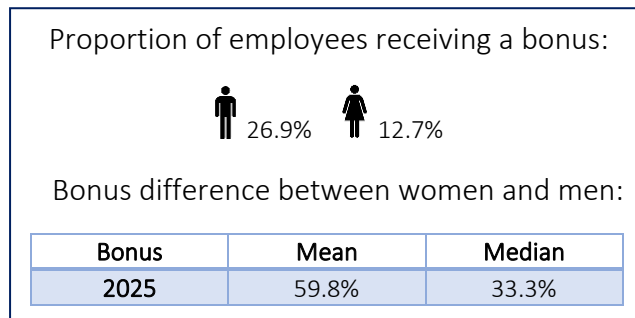
The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women. The **mean** gender pay gap is the difference between the average hourly earnings of men and women across a whole workforce. The **median** hourly pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. These are influenced by a range of factors, including the demographic of the company’s workforce. Details of our gender pay gap are set out below:

- Our **mean** gender pay gap is -2.4% and is calculated on the basis of earnings for the pay period ending 5th April 2025.
- Our **median** gender pay gap is 8.8%, for the same period.

A negative percentage shows that in our organisation the mean gender pay gap is in favour of women. The mean gender pay gap figures for RLC UK show that, whilst we employ a greater number of men within our business, our female population are predominately in staff roles that attract higher salaries. The difference in the median figures is due to there being more males employed so the mid-range has a longer spread.

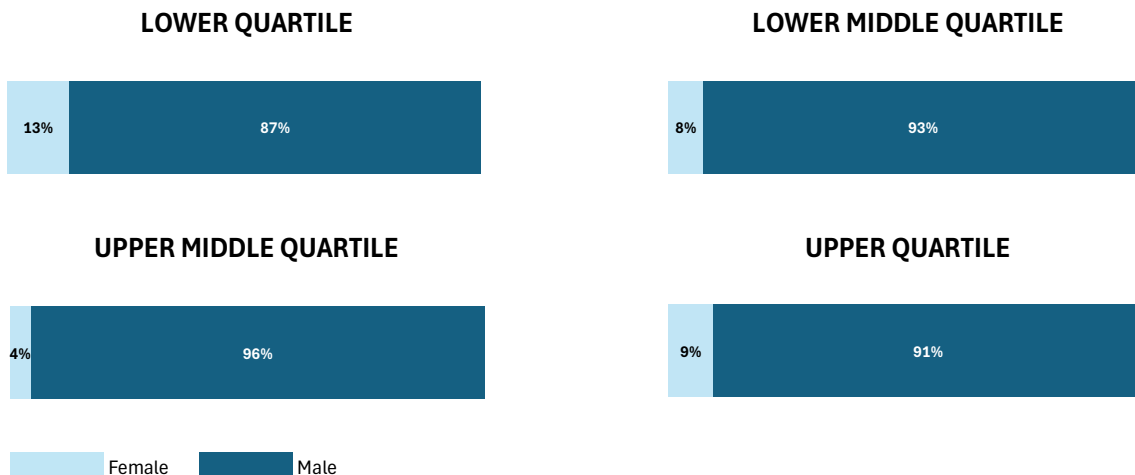
Proportion of employees receiving a bonus:

In the 12 months preceding 5th April 2025 this includes bonus made for long service and discretionary incentive payments made for 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.



During the year, the percentage of our new hires that were female rose from 8% in the previous year to 13% this year. This was contributed to through a reduction in our hires (54% this year versus 71% last year) being shop floor positions, roles which are heavily male dominated.

Women form 9% of our total workforce in line with last year. Although at RLC women represent only 12% of our engineering and technology population, our leadership team is 28% female, and we are pleased to see a strong balance of male and female leaders within our business and consider this a strong role model for those in more junior positions.

Our activities to build a strong gender balance

RLC UK are committed to equal pay (where a woman and a man receive equal pay for the same or similar job) through fostering a fair and transparent environment where employees are rewarded based on their role via an assessment which is consistent, unbiased, is not discriminatory.

We recognise that the aerospace and engineering sectors rely heavily on a workforce qualified in science, technology, engineering, and mathematics (STEM) fields. Like others in similar industries, RLC UK faces challenges in recruiting female employees with STEM qualifications and experience, largely due to the limited number of women pursuing education and careers in these areas. This underrepresentation also creates challenges in identifying female candidates with the knowledge and expertise required for senior leadership roles. Recruiting females in technology roles is challenging, however this does not deter us and 25% of our Manufacturing Engineering Managers are female and 10% of our apprentice headcount is also female. These are important role models, and we continue to look to increase these numbers.

We are dedicated to attracting, developing, and retaining top talent by fostering an inclusive environment where everyone has equal opportunities to succeed. Our proactive approach includes apprentice and graduate recruitment and retention programmes, as well as partnerships with local education providers, to attract and nurture talent from an early age. We also offer early-career development programmes to support progression.


At RLC UK, we have made a significant investment to create a High Performance Culture based on inclusivity, diversity, and equality through embedding our values of Integrity, Respect, Ownership, Pride and Passion and are committed to creating a diverse workplace where every employee is able to reach their potential free from bias and discrimination at every stage of their employee lifecycle. We offer flexible working policies, which are communicated to prospective and current employees to ensure that we are able to attract and retain talent who may otherwise not be able to consider a role with us.

We believe our approach, and in particular the percentage of our leadership team who are female and act as role models, has helped to enable our gender pay gap to be smaller than many in our industry.

We recognise that achieving gender balance is not solved quickly and requires continuous effort and our focus remains on longer term sustainable changes in how we present ourselves as an employer and actively enhance our culture, our policies and programmes such as our graduate and apprenticeship programmes to attract and develop a more diverse workforce. Additionally, this year we have continued to expand our career frameworks beyond our engineering and quality functions providing clear non-biased paths to ensure there are opportunities for all to progress their careers across all functions.

These approaches demonstrate our commitment to ensuring we offer an environment that is inclusive for all to succeed. We also believe we play a key role as an employer to engage with the local community in encouraging more females to consider engineering and technical roles as a career and will continue to support the local ecosystem in this objective.

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Managing Director Name	Managing Director Signature	Date
Kevan Donohoe		07/01/2026