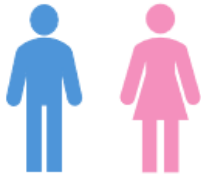


RCI Gender pay gap analysis 2023

MEAN BASIC PAY

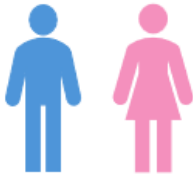
Male = £12.97
Female = £11.66
per hour



Female is 10.1% lower than Male

MEDIAN BASIC PAY

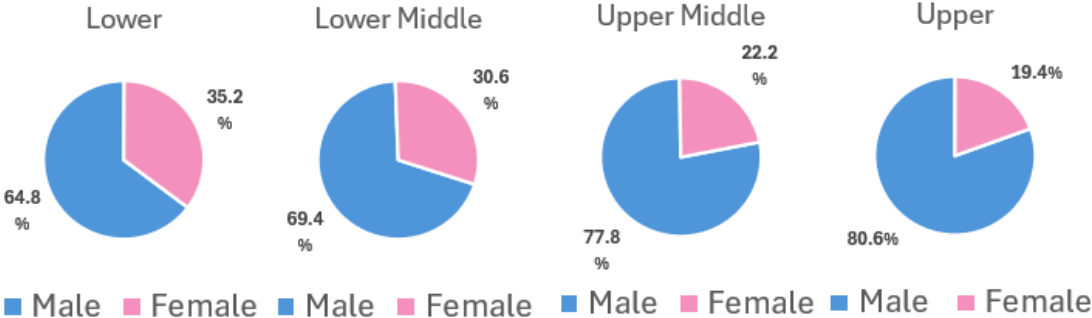
Male = £11.91
Female = £11.16
per hour



Female is 6.30% lower than Male

PAY QUARTILES OBSERVATIONS

The graphs show the male to female split of our workforce across four pay quartiles.



At RCI 73% of our employees are male and 27% are female. This gender split is typical in the warehousing and tray & pallet washing industry because the majority of our workforce are warehouse operatives which is heavy manual work. This percentage split is consistent with the previous year and better than the year before which was 80% and 20% respectively.

Professional and managerial roles attract higher rates of pay than technician and clerical roles.

RCI is committed to equality across all aspects of our diverse business and will continue to learn and improve using the gender pay report data as a permanent measure.

We want to improve the balance of our workforce, and this means that we have to support female employees who work for us moving into more senior positions and attract more females to join us.