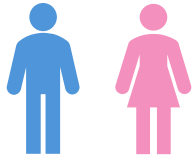


RCI Gender pay gap analysis 2024

MEAN BASIC PAY

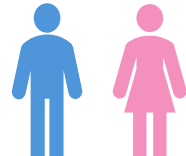
Male = £14.64
Female = £13.01
per hour



Female is 11.1% lower than Male

MEDIAN BASIC PAY

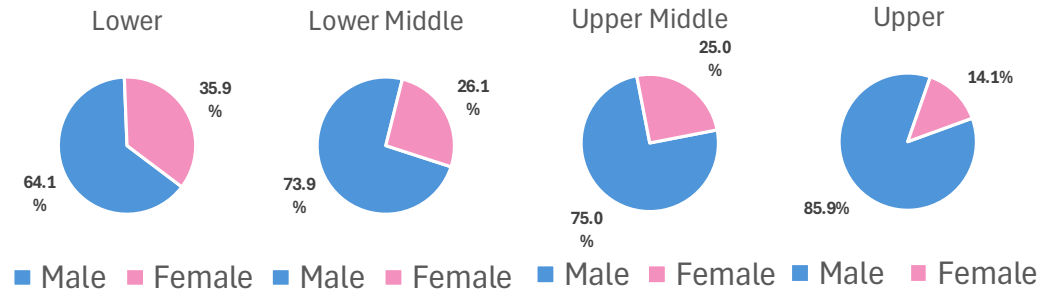
Male = £12.92
Female = £12.63
per hour



Female is 2.2% lower than Male



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



At RCI 75% of our employees are male and 25% are female. This gender split is typical in the warehousing and tray & pallet washing industry due to the nature of the work on the shop floor requiring heavy manual labour. The percentage gender split is relatively consistent with previous years and the mean basic pay gap can be explained by the fact that professional and managerial roles attract a higher rate of pay than supervisory, technical and clerical roles, which then in turn attract a higher rate of pay than FLT driver and general operatives. Overall, our median basic pay gap has reduced significantly on the previous year from 6.3%.

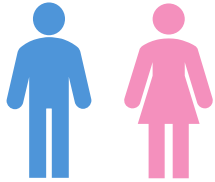
RCI is committed to equality across all aspects of our diverse business, and we continue to strive towards improving the balance of our workforce by encouraging our female employees to progress within the company and apply for more senior roles when available, shown by the increase of females in the upper middle quartile, as well as attempting to attract more females to join all areas of the business.

MEAN BONUS PAY

Male = £594.12

Female = £339.18

in 12 months ending 05/04/24



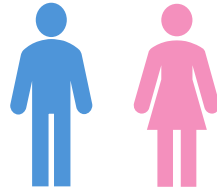
Female is 42.9% lower than Male

MEDIAN BONUS PAY

Male = £200.00

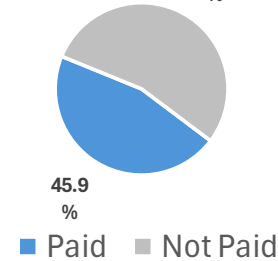
Female = £173.07

in 12 months ending 05/04/24

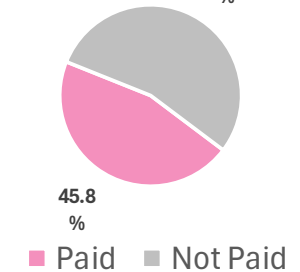


Female is 13.5% lower than Male

Males Receiving Bonus Pay



Females Receiving Bonus Pay



RCI operates different bonus schemes across the business, with roles of a professional and managerial level commanding higher awards than those on the wash floor. Criteria for achieving the bonus also differs with managerial bonuses being driven by objectives within their job role and those on the shop floor needing to achieve production targets per shift.

The bonus schemes are a new initiative within the business and therefore we are unable to draw on previous years' figures to compare our data. For the 2024 snapshot the bonus schemes were not fully implemented across the business.

Although there is a significant gap in the mean bonus pay between males and females, it is worth noting that the split of those receiving a bonus versus not, is almost identical.