

RCI Gender pay gap analysis 2022

MEAN BASIC PAY

Male = £12.32

Female = £10.85

per hour



Female
is 13.39%
lower than
Male

MEDIAN BASIC PAY

Male = £11.08

Female = £10.58

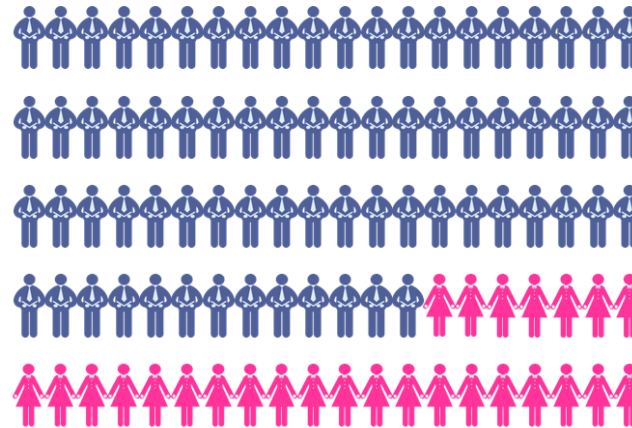
per hour



Female
is 1.47%
lower than
Male

73%
male
employees

27%
female
employees

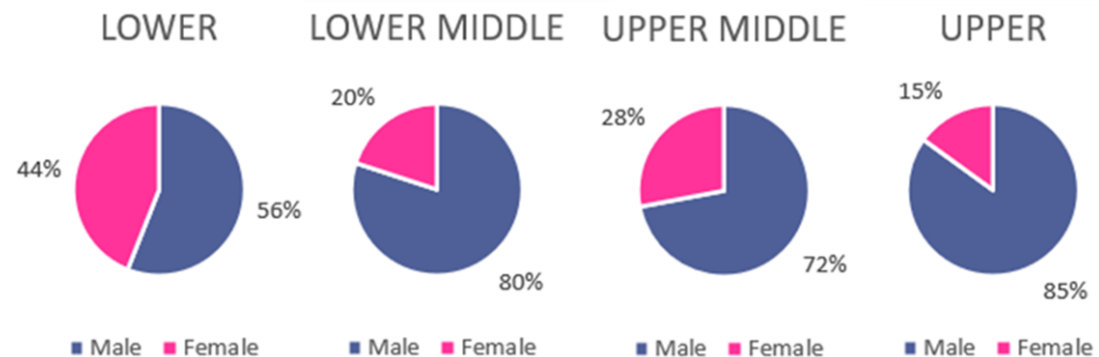


Pay share
75%
male

Pay share
25%
female

PAY QUARTILES OBSERVATIONS

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



PAY QUARTILES

PAY GAP OBSERVATIONS

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 compares favourably with last year's figures of 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.