

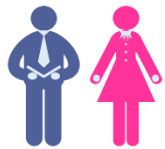
RCI Gender pay gap analysis 2021

MEAN BASIC PAY

Male = £11.13

Female = £9.64

per hour



Female
is 13.39%
lower than
Male

MEDIAN BASIC PAY

Male = £9.53

Female = £9.39

per hour



Female
is 1.47%
lower than
Male

77%
male
employees



23%
female
employees



Pay share
80%
male



Pay share
20%
female

PAY GAP

At RCI 80% of our employees are male and 20% are female. This gender split is typical in the Warehousing and tray and pallet washing industry.

The vast majority of employees are employed as warehouse operatives and as this work is heavy manual work it has a higher male employee ratio to female. There is also a higher payment for night shift workers and again this attracts more male employees than female.

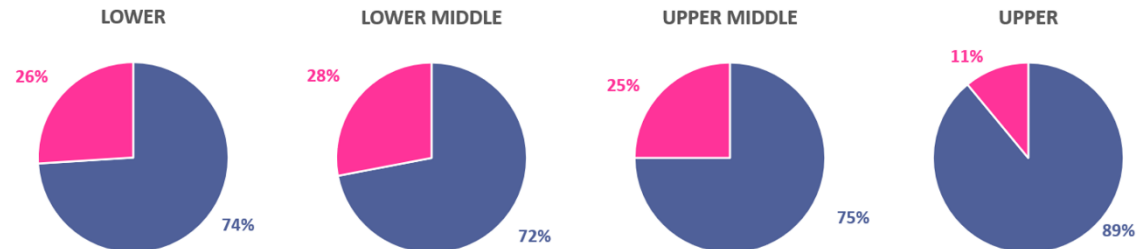
Professional and managerial roles attract higher rates of pay than technician and clerical roles. But where there are like for like roles, both males and females are paid exactly the same.

RCI's gender pay gap for 2021 is 13.39% which is lower than the national average for 2021 of 15.4 percent.

Women earn 98.5 pence for every £1.00 a male employee earns in the median hourly rate.

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.



PAY QUARTILES

PAY QUARTILES

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

The graph also shows that RCI has a much higher percentage of male employees across all pay quartiles.