

UK Gender Pay Report 2018



Gender Pay Gap legislation, requires an employer with 250 employees or more to publish their gender pay gap for their employees.

Success of our business is due to the dedication and commitment of the workforce. We always put every effort into building greater equality across a more diverse and inclusive workforce.

Gender Pay gap between women and men:

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Median Gender Pay Gap across RLC employees in the UK	20%
Mean Gender Pay Gap across RLC employees in the UK	18.1%

Proportion of employees receiving a bonus:

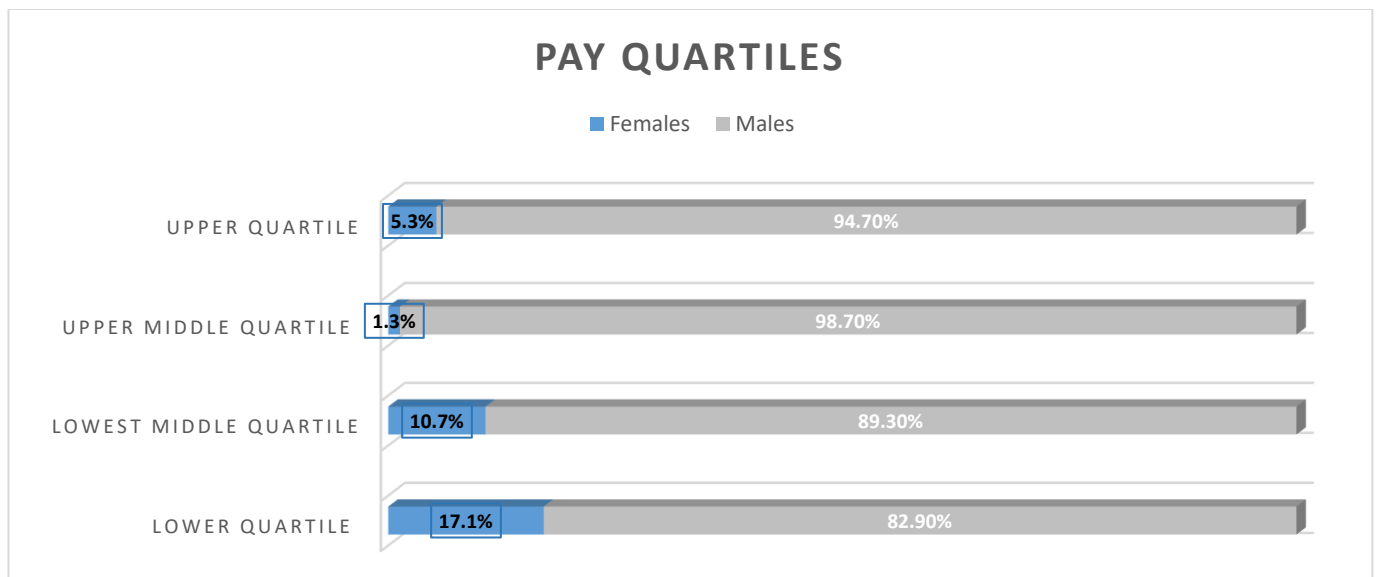


Bonus difference between women and men:
in the 12 months preceding 5 April 2018

Bonus	Mean	Median
2018	-191.5%	-439.1%

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.



In the Engineering Sector, there continue to be inherently more male employees. The organisation offers benefits such as flexible working to attract the widest pool possible for all roles. We always look to grow talent internally and although unsuccessful this year worked with local providers on increasing our female workforce through the apprenticeship.

We will continue to take proactive steps to drive female representation across the business and ensure that both pay and benefits reflect skills and performance.