

Gender Pay Gap Report 2019

We are committed to fostering an inclusive environment and promoting equal opportunities for all.

Under UK legislations that came into force in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap in April each year and this report reflects the calculations required under this legislation.

What is the Gender Pay Gap?

The gender pay gap relates to differences in average male and female pay within an organisation and does not compare the pay received by men and women for doing the same or equivalent work (known as equal pay).

A positive percentage figure represents female employees having lower pay or bonuses than male employees. A negative percentage figure represents female employees having higher pay or bonuses than male employees.

The mean pay gap is commonly known as the average, the mean gender pay gap is the difference in the average hourly pay for female employees within a company to that of male employees.

The median pay gap represents the middle point of a population, for the purposes of the gender pay gap, imagine all the female employees standing in a line in order of their hourly rate and a separate line of men, also standing in order of their hourly rate, the median would be the middle person in each line. The median pay gap is therefore the difference between the hourly rate for the middle woman compared to the middle man.

RWC Limited includes a broad spectrum of employees, from our senior management team, Finance, IT, Customer Services, Sales, HR, etc, skilled engineers to assembly operators and general factory operatives.

OUR GENDER PAY GAP

Median pay gap

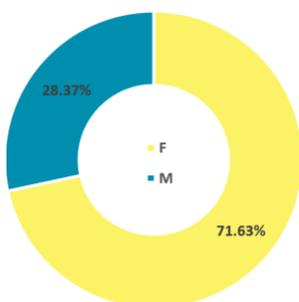
34.36 %

Mean pay gap

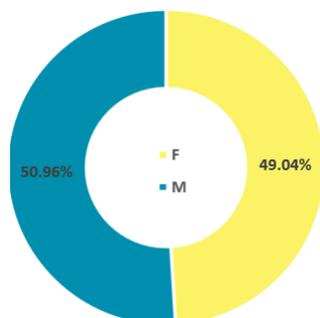
31.43 %

Pay quartile across employees

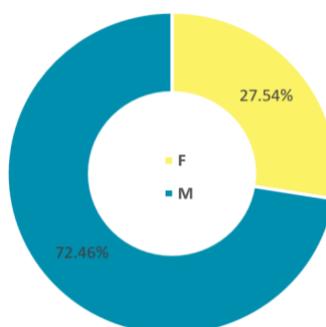
Lower quartile



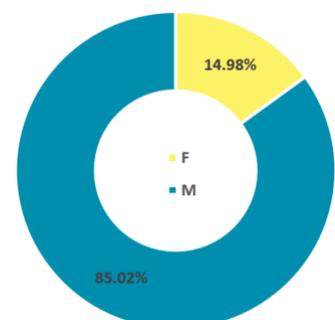
Lower middle quartile



Upper middle quartile



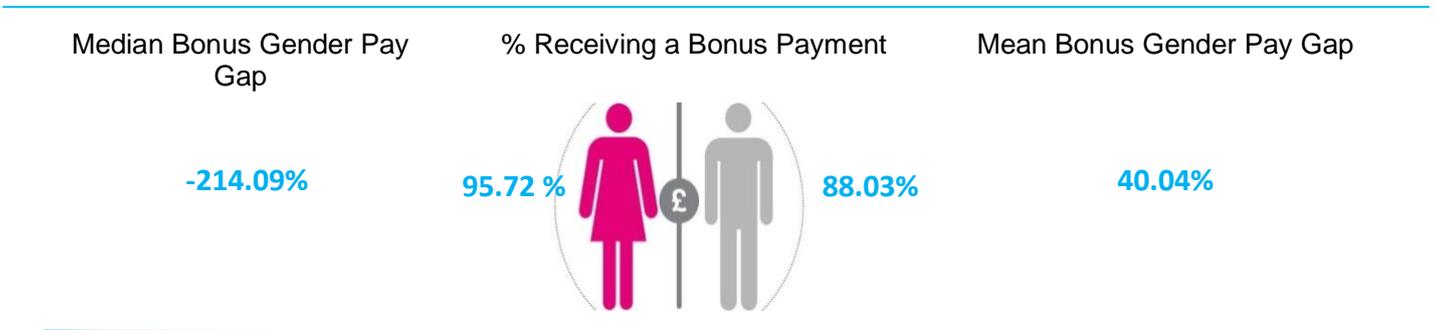
Upper quartile



What does our data tell us?

The analysis of our data tells us that our gender pay gap at 5th April 2019 arises as a result of the following key factors:

- The large number of technical/engineering biased roles which traditionally struggle to attract women. Our current workforce is made up of 41% women and 59% men. Women tend to be in the lower paying, unskilled manufacturing roles, such as machine operator assembler. Within these roles 84% are female and 16% are male. If we were to just report on this sector of the business our mean gender pay gap would be 1.4% and our median gender pay gap 4.6%. This shows there is little difference between women and men in this sector.
- The marginal increase in the median pay gap reported in 2018/19 is attributed to the Company being acquired by RWC in June 2018 which led to a reduction in headcount within the lower paid manufacturing roles, and an increase in the higher paid senior leadership team which were predominantly males.
- A similar gender split can be seen across the upper middle and upper quartiles on what was reported in 2017/18. Although there was a 7% increase in females in the lower quartile and the lower middle quartile females split was almost equal.



Our Median Gender Bonus Pay Gap is attributable to the high percentage of women employed in packing and assembly roles, these are the only roles that receive a variable hourly bonus. The Company also issues a discretionary Christmas bonus to all employees, with the exception of those who joined the company on or after 1st October.

The significant difference to 2017/18 is the mean bonus pay gap, this is linked to the sale of the Company in June 2018 as the Directors of John Guest gave all employees with over six months service a bonus to thank them for their loyalty. Those in management positions were awarded significantly higher bonuses than other employees and the majority of these were male. This is reflected in the high percentage of employees shown as receiving a bonus payment.

The Future

We remain committed to attracting and retaining the very best talent to the business and ensuring gender is never a factor in decisions. We appreciate that traditionally technical and engineering roles do not attract women, however, we are attempting to raise the profile of these roles through attending school, college and apprentice recruitment fairs.

Declaration:

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Edwin de Wolf
CEO - EMEA