

GENDER PAY GAP REPORTING SUMMARY

ANNOUNCEMENT SPECIFIC TO

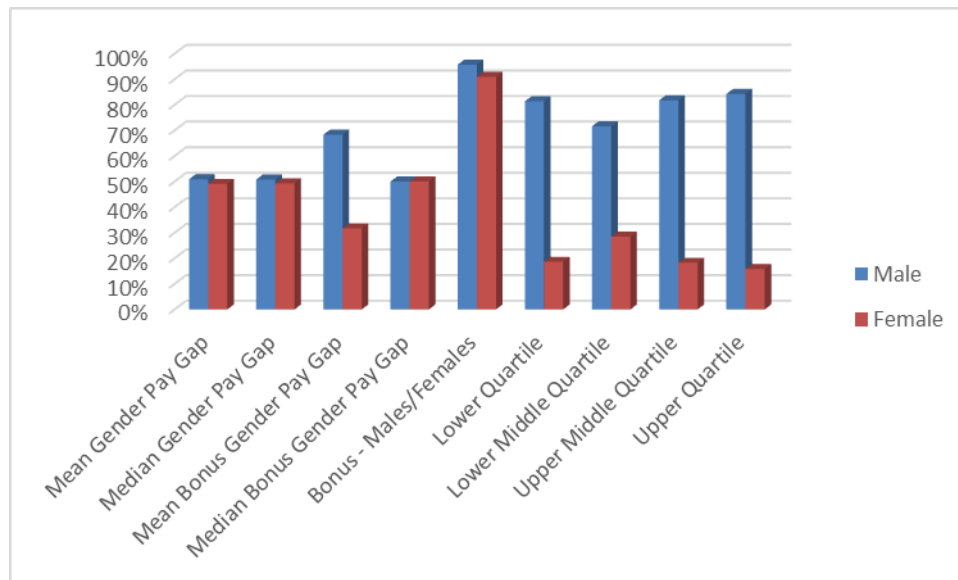
Customer Contract:	ALL	Contract Location:	ALL
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ANNOUNCEMENT

We report on the Governments Gender Pay Reporting, applicable to RHA as we employed a headcount total above 250 on 5th April 2018. In line with this new legislation, our findings for this year's analysis is based on the following criteria is illustrated below:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile band

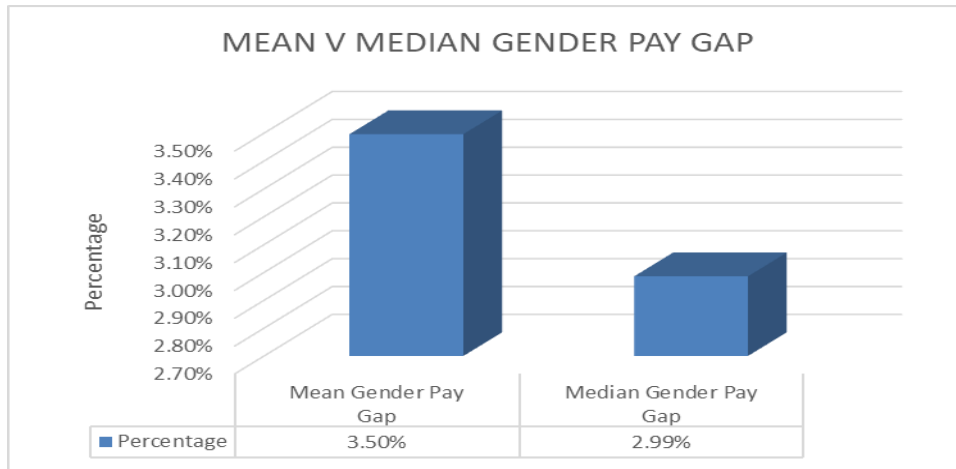
To the best of our knowledge, this information is accurate and based on information collated from the Company's payroll software and based on payroll data of 814 full time equivalent employees, applicable to the pay gender data reporting requirements:



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PAY GENDER REPORTING ANNOUNCEMENT CONTINUED

To illustrate a summary of the above findings are Mean v Median Gender pay is as follows:



PAY GENDER REPORTING FINDINGS

To support our findings we note: Given the nature of our industry ie a fast paced automotive supply chain logistic solution provider, it is a recognised fact that the ratio of male employees, exceeds females employed. As many manufacturing/warehouse and material handling equipment (MHE) type roles, generally attract a higher percentage of 'male' workers to female. We do not have any major concerns with our findings as we feel confident and reassured that our current ratio of female to males is a relatively healthy balance within the current economic climate, sector and within our diverse workforce.

As always, we remain open to attract and develop applicants of any gender both internally and externally. Likewise, we can confidently report that we do not discriminate or apply a different pay grade based on a person's gender. Rates of pay are set regarding the skill set, experience and requirements of the role. For all hourly paid roles, pay grades are negotiated and set in conjunction with our respected Trade Union Representatives. All genders are welcomed within our business and treated the same in line with company policies, procedures and training requirements.

Any bonus payments applicable are based on either a contractual requirement or following any 'non-contractual' Company introduced bonus scheme(s). For instance, the Company may introduce a bonus scheme to reward a collective of employees against a set criteria ie performance and meeting targets. Any bonus schemes introduced are applicable to an employee's role/business requirement and not gender.

The Company continue to actively attract more females from all backgrounds and ethnicities into other key senior management roles. We also endeavour to regularly review and implement new policies, procedures and systems for monitoring equality within the workplace.

In reporting our findings, these were compiled using Government guidelines.

In the event that anyone has any queries with this information, they can contact the HR Director based at their Company's Head Office address based in Lichfield, Staffs.

Thank you

Information supplied for and behalf of Rudolph & Hellmann Automotive Ltd

**Paul Brown
Finance Director
April 2019**

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