



GENDER PAY GAP REPORTING SUMMARY

ANNOUNCEMENT SPECIFIC TO

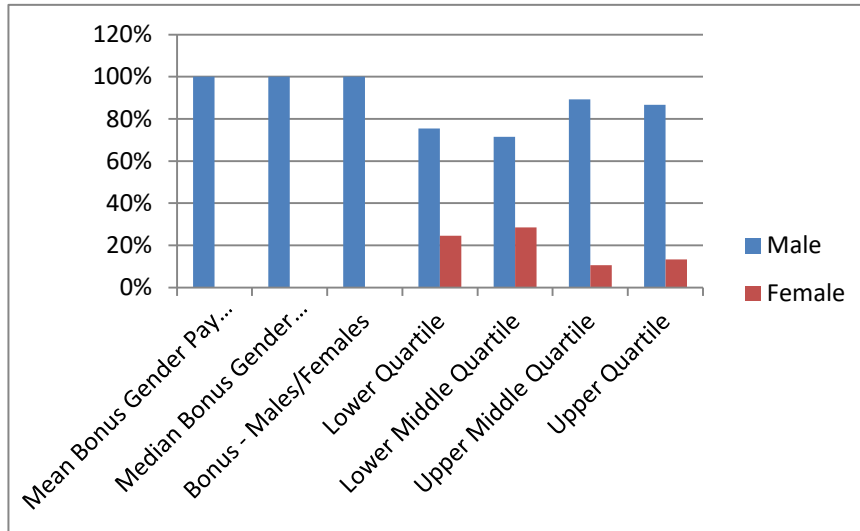
Customer Contract:	ALL	Contract Location:	ALL
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ANNOUNCEMENT

We report on the Governments Gender Pay Reporting, applicable to RHA as we employed a headcount total above 250 on 5th April 2017. In line with this new legislation, our findings for this first years analysis 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 631 full time equivalent employees, applicable to the pay gender data reporting requirements:

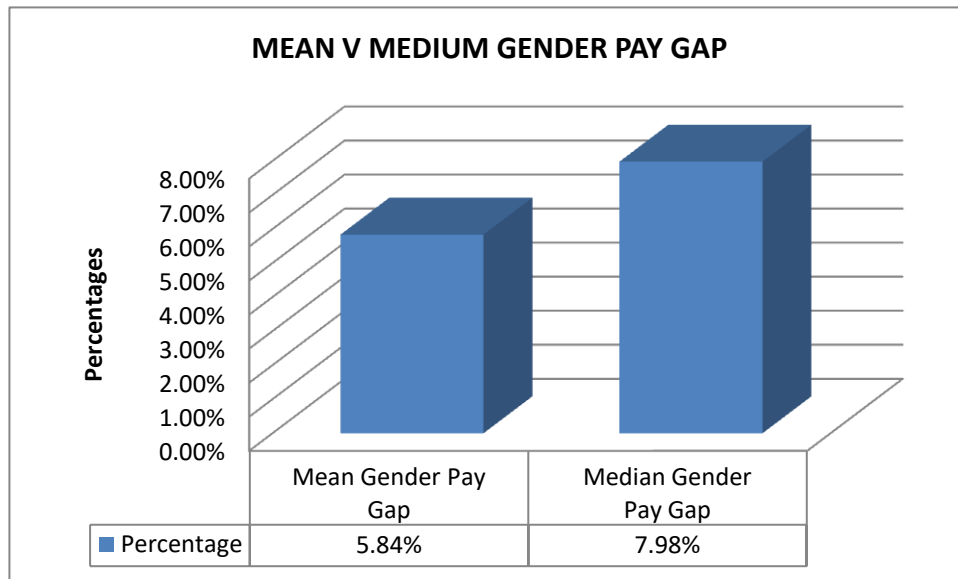


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PAY GENDER REPORTING ANNOUNCEMENT CONTINUED

To illustrate a summary of the above findings are Mean v Medium 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. To date, RHA have not been subjected to any pay claims based on gender, nor has any disparity in pay been evident when undertaking any Company pay reviews. In line with our business strategy, we aim to continually review pay grades in line with Client and company expectations, along with assessing market trends. Likewise, we do not discriminate on any grounds including pay grades, when introducing agency workers into our business. 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. When reviewing the company’s performance for 2017, there was only one person eligible for a bonus payment having met their agreed targets thus aiding the overall company’s profitability. This person is male holding a senior management role. The Company continue to actively attract more females from all backgrounds and ethnicities into other key senior management roles. Likewise, we continue to strive to source new methods for recruiting including a new initiative to be introduced in April to reward employees for “Finding a Friend” – another opportunity for our existing employees to introduce more females into our business. 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. The period for reporting was between April 2016 and April 2017.

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

Sarah Hodgson

HR Director

4th April 2018

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