



Gender Pay Gap Reporting Summary

ANNOUNCEMENT SPECIFIC TO

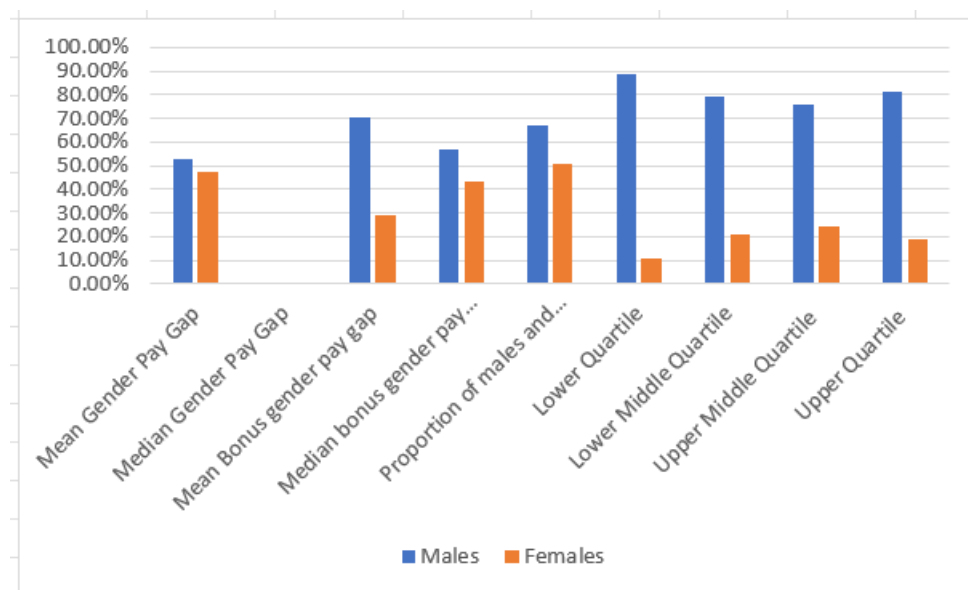
Customer Contract:	All	Contract Location:	All
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Website Announcement

We report on the Governments Gender Pay Reporting, applicable to R&HA as we employed a headcount total above 250 on 5th April 2021. In line with this legislation, our findings for this year's analysis are based on the flowing 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 607 full time equivalent employees, applicable to the pay gender data reporting requirements.



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Pay Gender Reporting findings

To support our findings, we note: Given the nature of our industry e.g., a fast-paced automotive supply chain logistics solution provider, it is recognised with our industry that the ratio of male employees, exceeds females employed. As many manufacturing/warehouses and material handling equipment (MHE) type roles, generally attract a higher percentage of male worker to female workers and our applications via our in-house recruitment agency reflects this. We do not have any major concerns with our findings as we feel confident that the proportion of females to males in the workforce is consistent and returned from the 1% increase last year to the respective 19% & 81% year on year since 2018.

This year we have maintained the median average gap of zero for a second year, but the increase in the Mean pay was expected, as noted in the change of circumstance, however, this is still a reduction on the 2019/20 of 5.83% and previously 6.21%.

There has been an increase in the percentage of males in the lower quartile and this would be consistent with the higher turnover and attraction of males into our warehouse operative roles. We are pleased to report that there has been a 3 year upward trend for the increase in female pay for the Lower middle and Upper middle as our female workforce is remaining with the company and applying for supervisory or multi-skilled roles. Totals out of 200% for these 2 quartiles are 32% (2019) 42% (2020) and 45% (2021)

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 base 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 the appropriate recognised Trade Union. All genders are welcome within our business and treated the same in line with company policies, procedures, and training requirements.

Any bonus payments applicable are either based on a contractual requirement or following any 'non-contractual' Company bonus scheme(s). Any bonus schemes introduced are relevant to an employee's role/business requirement and not gender. The company continue to actively recruit more females from all backgrounds and ethnicities into key management roles. We regularly review our policies and processes and systems for monitoring equality within the workplace.

In reporting our findings, these were compiled using Government guidelines. Should you wish to raise a question regarding this report, please direct via email to [HROxford@rh-automotive.co.uk](mailto:HR Oxford@rh-automotive.co.uk).

Thank you

Information supplier for and on behalf of Rudolph and Hellman Automotive Ltd

Suzanne Goodland
Interim HR Manager
April 2022

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