

Gender Pay Gap Reporting Summary 2023

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 2023. In line with this legislation, our findings for this year's analysis are based on the flowing criteria is illustrated below:

- **Proportion of Males & Females**
- **Pay Quartiles**
- **Hourly Pay Gap (Median & Mean)**
- **Bonus Pay Gap (Median & Mean)**
- **Proportion of Males & Females Receiving Bonus Payments**

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 586 full time equivalent employees, applicable to the pay gender data reporting requirements.

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.

Report calculation terms explained:

“Median”

The median is the middle number; found by ordering all data points and picking out the one in the middle (or if there are two middle numbers, taking the average of those two numbers). Example: The median of 4, 1, and 7 is 4 because when the numbers are put in order (1, 4, 7), the number 4 is in the middle.

“Mean”

The mean is an arithmetic average of the data set and it can be calculated by dividing a sum of all the data points with the number of data points in the data set.

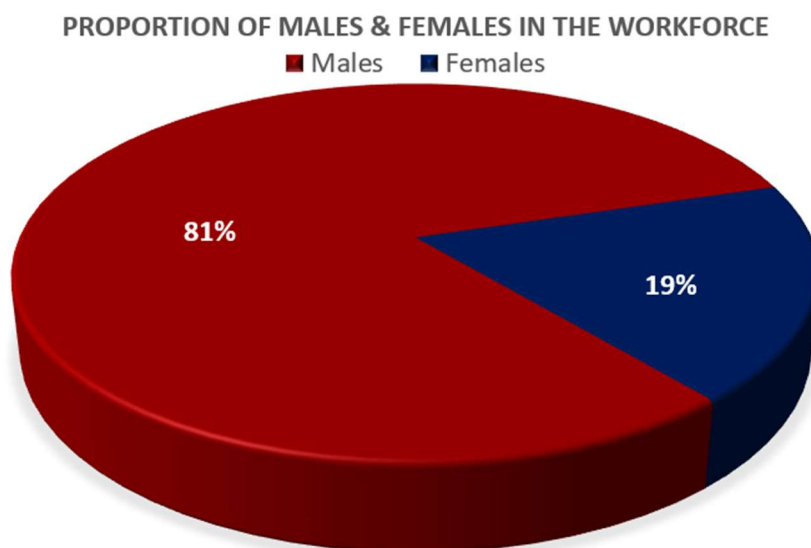
“Gap”

The gap between male and female hourly pay and bonus pay is reported on as a percentage. A positive percentage shows that females have lower pay or bonuses than males. A negative percentage shows that males have lower pay or bonuses than females. And a zero percentage shows that there is equal pay or bonuses between males and females.

The median or mean hourly pay or bonus pay for females is subtracted from the same figure for males. Then you divide the result by the figure for males and multiply by 100 to make it a percentage.

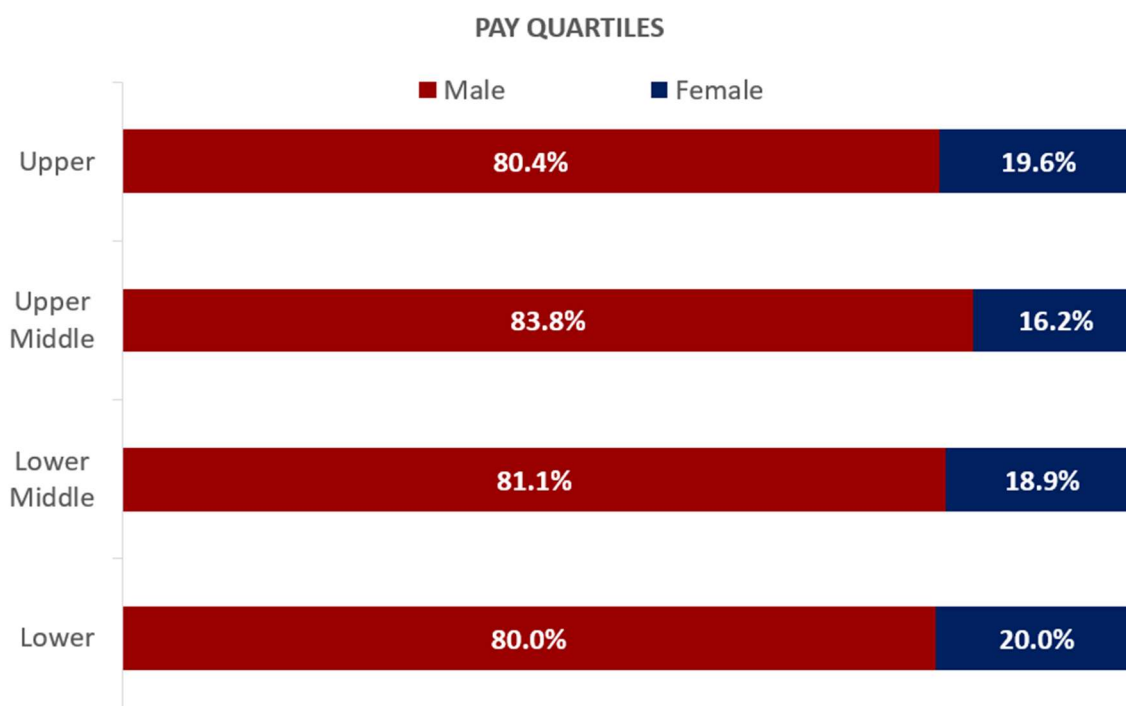
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Proportion of Males & Females



The proportion of females to males in our workforce has been a consistent 19% female and 81% male year on year since 2018.

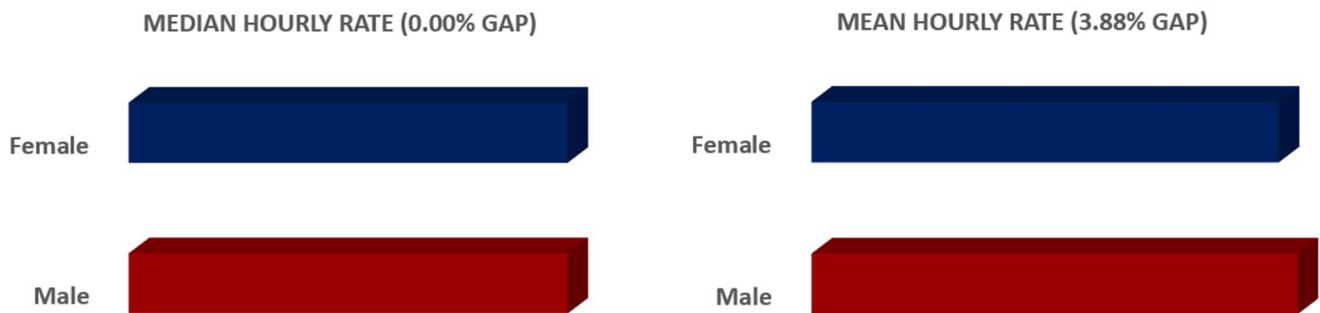
Pay Quartiles



There has been an increase in the percentage of females in the lower quartile this year compared to last, indicating that we've attracted slightly more females into entry level roles. Then the percentage of females in the upper quartile has also slightly increased year on year, indicating that our higher paid female workforce is remaining with the company in supervisory or multi-skilled roles.

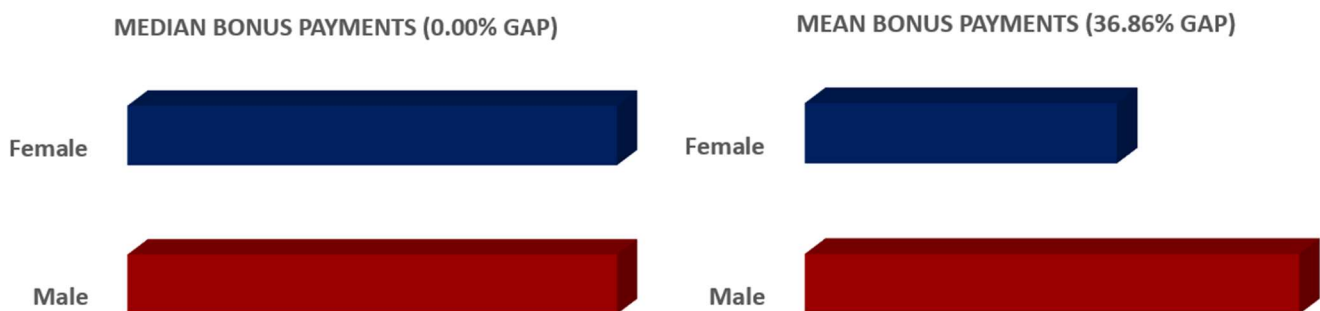
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Hourly Pay Gap (Median & Mean)



This year we have maintained a median gender pay gap of 0.00% for the third year running. Our mean gender pay gap this year is 3.88%, an increase of 0.88% year on year but still lower than the 6.00% mean gender pay gap reported in 2021.

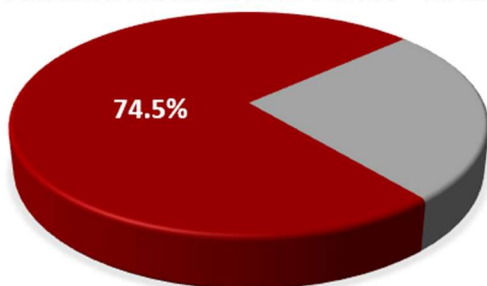
Bonus Pay Gap (Median & Mean)



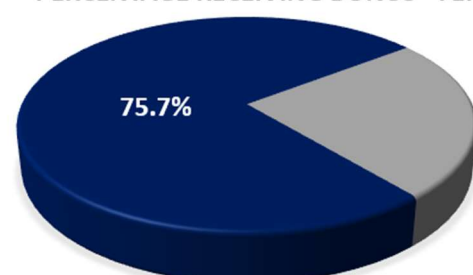
Our median bonus gender pay gap this year was also 0.00%, an improvement on the 12.00% gap last year. The mean bonus gender pay gap is 36.86%, a decrease from the 44.00% gap reported last year.

Proportion of Males & Females Receiving Bonus Payments

PERCENTAGE RECEIVING BONUS - MALE



PERCENTAGE RECEIVING BONUS - FEMALE



Our figures show that a slightly higher percentage of the females in our workforce received bonus payments this year compared to males, but the difference is only marginal. Both percentages have increased greatly compared to last year when 55.0% of males received bonuses, and just 42.0% of females.

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Conclusion

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 continues 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.

Thank you

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

Paul Brown
Finance Director
April 2023

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