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GENDER PAY REPORT

At Ralawise we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities.

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. According to the Office of National Statistics, the overall UK gender pay gap is currently 17.9%.

The cause of a gender pay gap can be a complex and shifting mix of factors including work, society, family, but by monitoring the pay gap between men and women we can better understand the gap and so target action to reduce it.

WHAT DO WE HAVE TO REPORT ON?

All UK companies employing 250 people or more are required to report on their gender pay gap for 2018 by 4th April 2019

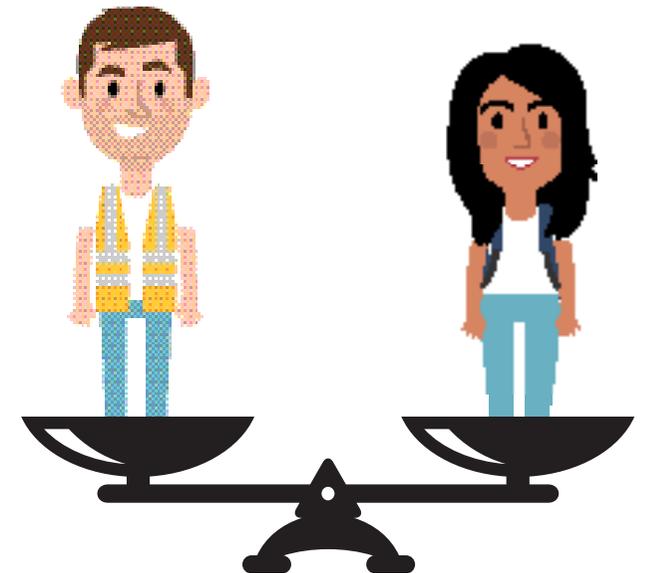
MEDIAN PAY GAP

A median is the midpoint of a population. So simply, if you created two lines arranged according to the pay received – one with all the women in a company, and the other with all the men, the median pay gap is the difference in pay between the middle person in each line.



MEAN PAY GAP

The mean gender pay gap is the difference between the average pay of men and women in a company.



OUR PAY GAP RESULTS

At Ralawise we have over 500 people who play a vital part in making us who we are. The data used to compile these results was taken on 5th April 2018.

While our gender pay gap of 6.1% is significantly below the UK average of 17.9% we still recognise there is more to do to close the gap.

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7.5%

Our mean hourly pay gap for women is 7.5% less than men.

(2017: 7.9%)

Our median hourly pay gap for women is 6.1% less than men.

(2017: 7.1%)

6.1%

National

17.1%*

The national mean pay gap for women is 17.1% less than men.

The national median pay gap for women is 17.9% less than men.

17.9%*

*Office for national statistics for estimated 2018 results

POPULATION BY PAY QUARTILES

The personal choices our colleagues make around their working patterns have been a key driver in our gender pay gap. In particular, when we looked at the impact of premium hours (Night working, Saturday working) we found more male colleagues working these shifts and so earning additional premiums. Also choices on roles made an impact with more male colleagues taking up truck driving positions and so earning additional premiums, this is highlighted in the information below with staff in these positions falling into the Upper Middle and Upper Quartile bracket.

LOWER QUARTILE

73
MALE

54.5%

45.5%

61
FEMALE

LOWER MIDDLE QUARTILE

61
MALE

45.2%

54.8%

74
FEMALE

UPPER MIDDLE QUARTILE

82
MALE

60%

40%

54
FEMALE

UPPER QUARTILE

89
MALE

65.9%

34.1%

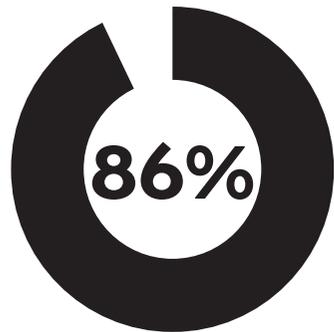
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FEMALE

The information above ranks all our colleagues pay from lowest to highest and then divides it into four equal groups with the first group (Lower Quartile) being the lowest paid. This analysis shows that there are proportionally more male colleagues than female colleagues in the upper middle paid quartile, for reasons mentioned above, while the upper quartile is showing a more balanced proportion of males and females.

BONUS SCHEME

Every colleague has a part to play in contributing to Ralawise's success and we believe it is important that everyone is rewarded fairly for the performance of our business. All eligible colleagues are enrolled in a sales and quality bonus.

PROPORTION OF MALES AND FEMALES RECEIVING BONUS PAYMENTS:



36.2%

The mean bonus pay gap is 36.2% higher for men than women. (2017: 47.9%)



0%

The median bonus pay gap is 0% which reveals no gap between bonuses of typical male and female employees. (2017: 3.7%)

The bonus gender pay gap identified is due mainly to there being more male colleagues than female in the sales and marketing roles where traditionally packages are bonus driven. The proportion of females receiving a bonus is higher than males but the roles they are in are not traditionally bonus driven and therefore the gap can be seen in the amounts being received.

TAKING ACTION

Ralawise has always been a place for people to get on in their career, regardless of their gender, background or education. However, there is still more we can do to help reduce the gender pay gap across our business. Some of the actions we are taking are outlined below:

- ✓ We offer a great deal of flexible working options and will continue to do this.
- ✓ We offer training and development programmes for all staff to spot upcoming talent across the business.
- ✓ We support internal succession and provide opportunities for staff to be noticed and seconded to other departments.