



GENDER PAY GAP STATEMENT 2021

RHENUS WAREHOUSING SOLUTIONS LUTTERWORTH LTD GENDER PAY GAP STATEMENT 2021

Introduction

In 2017 the Equality Act 2010 was augmented with 'The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017'. This legislation is designed to heighten awareness of the pay gap between men and women. It requires all UK organisations with more than 250 employees to publish an annual report showing their gender pay gap.

Gender pay gap reporting does not report on comparative rates of pay between men and women in the same role, it reports on the pay gap between men and women across the organisation as a whole. In order to remain consistent and prevent manipulation of figures, the report establishes both the mean and median average for men and women and presents the figures as a percentage of pay for men, so a positive gap shows that men are paid more, whereas a negative gap shows that women are paid more. The report also reports on bonus pay, so companies cannot manipulate the gap by paying comparable salaries enhanced with large bonuses.

We have always operated based on equality and fairness and our pay rules are no exception. Gender stipulation does not form any part of our recruitment policy and all roles are awarded based on merit and suitability. We will continue to strive to find the right person for each role regardless of gender.

Gender Pay 2021

Total males	165.00
Full pay males	146.00
Total females	140.00
Full pay females	124.00

Mean average pay rate for men	12.84
Mean average pay rate for women	12.38
Mean gender pay gap	3.6%

Median average pay rate for men	10.34
Median average pay rate for women	9.89
Median gender pay gap	4.4%

Proportion of men who received a bonus in the period	85.6%
Proportion of women who received a bonus in the period	87.9%

Mean average bonus for men	1,371.45
Mean average bonus for women	1,376.67
Mean bonus gender pay gap	-0.4%

Median average bonus for men	250.00
Median average bonus for women	250.00
Median bonus gender pay gap	0.0%

Quartile distribution

	Total	Male		Female	
		No	%age	No	%age
Upper Quartile	67	38.00	0.57	29.00	0.43
Upper middle Quartile	68	47.00	0.69	21.00	0.31
Lower middle Quartile	67	32.00	0.48	35.00	0.52
Lower Quartile	68	29.00	0.43	39.00	0.57

Calculations

There are six calculations that show the difference between the average earnings of men and women in our company for the period:

- Mean average hourly rate of pay
- Median hourly rate of pay
- Mean average bonus pay
- Median bonus pay
- Proportion of males/ females who receive a bonus in the last 12 months before the snapshot date

Our average gender pay gap is 3.6% for the mean (Woman earn 96p for every £1 that men earn) and 4.4% median (women's pay is 4.4% lower than men's for the period). In 2020 our mean gender pay gap was 4% and the median was 3.9%.

The mean bonus pay gap is -0.4% for the period, meaning women's bonus was 0.4% higher than men's. This shows the biggest improvement compared to our 2020 report where the mean bonus gender pay gap was 18%. When comparing median bonus pay, there is no gap between men and woman.

Quartiles – This shows that 43% of the highest paid jobs are occupied by women, and also 57% of the lowest paid jobs are carried out by women.