



GENDER PAY GAP STATEMENT 2023

RHENUS WAREHOUSING SOLUTIONS LTD GENDER PAY GAP STATEMENT 2023

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 2023

Total males	237.00
Full pay males	220.00
Total females	187.00
Full pay females	157.00

Mean average pay rate for men	14.43
Mean average pay rate for women	14.24
Mean gender pay gap	1.3%

Median average pay rate for men	11.86
Median average pay rate for women	11.86
Median gender pay gap	0.0%

Proportion of men who received a bonus in the period	82.3%
Proportion of women who received a bonus in the period	82.2%

Mean average bonus for men	1,340.28
Mean average bonus for women	1,264.51
Mean bonus gender pay gap	5.7%

Median average bonus for men	282.00
Median average bonus for women	282.00
Median bonus gender pay gap	0.0%

Quartile distribution

	Total	Male		Female	
		No	%age	No	%age
Upper Quartile	94	56.00	0.60	38.00	0.40
Upper middle Quartile	95	55.00	0.58	40.00	0.42
Lower middle Quartile	94	61.00	0.65	33.00	0.35
Lower Quartile	94	48.00	0.51	46.00	0.49

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 mean gender pay gap is 0.5% (women earn 99.5p for every £1 earned by men) and 0.5% median (women's pay is 0.5% lower than men's for the period). In 2021, our mean gender pay gap was 3.6% and the median was 4.4%, indicating our greatest improvement since last year's report.

The mean bonus pay gap is -5.6% for the period, meaning women's bonus was 5.6% higher than men's. The median bonus pay for the period is 3.4%, which means that women earn 97p for every £1 earned by men.

Quartiles – This shows that 38% of the highest paid jobs are held by women, while 55% of the lowest paid jobs are held by women.