



# Gender Pay Report 2019

**NOTE:**

**This report is based on data from May 2018 to April 2019.**

Women and men are jointly involved in all aspects of the Operations throughout the Business. For equivalent roles, RGB does not have a gender pay gap. Our approach to employee reward is gender neutral by design, so we are confident that any gaps between male and female pay and bonus are due to the structure of our workforce.

We currently have fewer women in senior roles, or in positions where bonus is a material part of remuneration. When structural factors such as these are removed, differences in reward can largely be explained by individual experience, skillset and performance.

Women are employed throughout every level of the organization and the career development opportunities within RGB are as good for women as they are for men.



## The Gender Pay Reporting Guidelines set out what companies must report about their staff

### 1. The mean and median difference (in percentage terms) between the pay of men and women throughout the organisation.

At RGB, the mean difference in percentage terms between the pay of men and the pay of women is **3.19%**

At RGB, the median difference in percentage terms between the pay of men and the pay of women is **2.55%**

### 2. The organisation has been divided into four pay quartiles and the number of men and women in each quartile.

At RGB, the number of men and women in each quartile are:

|            | Women | Men |
|------------|-------|-----|
| Quartile 1 | 15    | 70  |
| Quartile 2 | 21    | 65  |
| Quartile 3 | 14    | 72  |
| Quartile 4 | 11    | 75  |

### 3. The mean and median percentage difference in bonus paid to men and women.

At RGB, the mean difference in percentage terms between bonus paid to men and to women is **52.59%**. On further investigation, this high percentage is due to a higher proportion of males undertaking operational roles.

The median difference in percentage terms between bonus paid to men and to women is **54.16%**. The reason for this is the same as the detail shown above.

| Bonus Type                        | Gender                      |
|-----------------------------------|-----------------------------|
| Company Performance Related Bonus | Both Male and Female – 100% |
| Sales Representative Bonus        | Male – 100% Female – 0%     |
| Showroom Bonus                    | Male – 100% Female – 0%     |
| Drivers Bonus                     | Male – 96% Female – 4%      |
| First Aid/Safety Rep/Fire Warden  | Male – 93% Female – 7%      |
| Training Bonus                    | Male – 90% Female – 10%     |

### 4. The percentages of men and women who receive a bonus.

At RGB, following the qualifying period, **100%** of men and women receive a bonus