



Gender Pay Gap Report 2019

A summary of our gender pay gap report in line with Rullion's ongoing commitment to equality, diversity and inclusion

Summary

The gender pay gap shows the difference in average pay between women and men, regardless of their role.

Under government requirements - Equality Act 2010 (Gender Pay Gap Information Regulations 2017), UK employers with 250+ employees have to report their gender pay gap.

This involves carrying out six calculations that show the difference between the average (mean and median) earnings of men and women across the organisation:

- ***Mean gender pay gap in hourly paid***
- ***Mean bonus gender pay gap***
- ***Median gender pay gap in hourly paid***
- ***Median bonus gender pay gap***
- ***Proportion of males and females in each pay quartile***
- ***Proportion of males and females receiving a bonus payment***

The median is simply the mid-point in the figures, i.e. what is typical and so not affected by high or low pay rates. The mean is what you would be familiar with as the straight forward average.

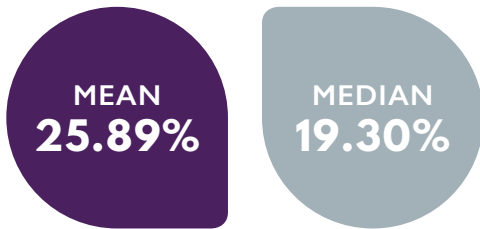
We're also reporting the pay information gender split by quartiles. This has been completed by ranking the highest paid staff member to the lowest and splitting into four groups ranging from highest to lowest split by gender.

At Rullion, we are required to publish the results on our business website (www.rullion.co.uk) and a government website.

The results of these calculations enable Rullion to assess:

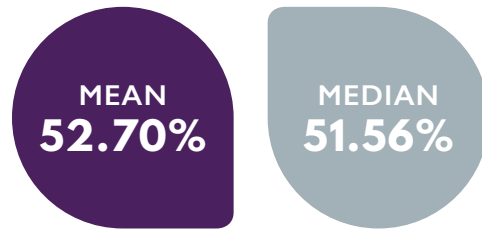
- ***The levels of gender equality in the workplace***
- ***The balance of male and female employees at different levels***

HOURLY PAY GAP
FEMALE VS MALE



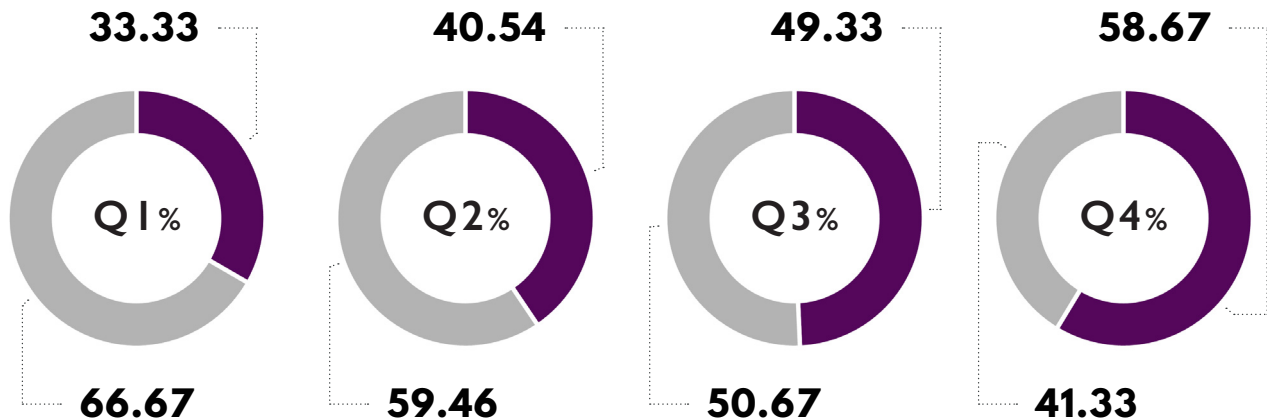
On average, men are paid 25.89% more than women. However, the median figure for men suggests they received 19.30% more per hour than the median figure for women.

BONUS PAY GAP
FEMALE VS MALE



Of the 72.06% of males receiving bonus, on average, men got 52.70% more than women. The median figures showed men got 51.56% more bonus than women.

**PROPORTION OF MALES AND FEMALES
IN EACH QUARTILE***



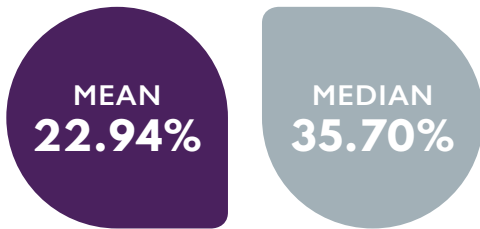
*A quartile is the total workforce split into 4 equal parts. Q1 being the lowest paid, up to Q4 being the highest.

72.06%
OF MALES
RECEIVED A BONUS



82.82%
OF FEMALES
RECEIVED A BONUS

HOURLY PAY GAP
FEMALE VS MALE

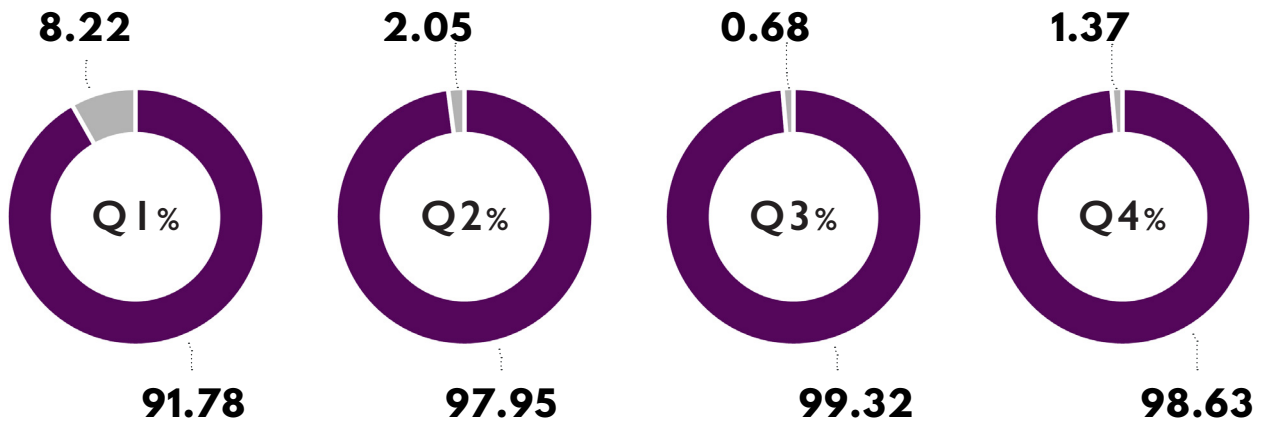


On average, men are paid 22.94% more than women
However, the median figure for men suggests they received 35.70% more per hour than the median figure for women.

BONUS PAY GAP
FEMALE VS MALE



PROPORTION OF MALES AND FEMALES
IN EACH QUARTILE*



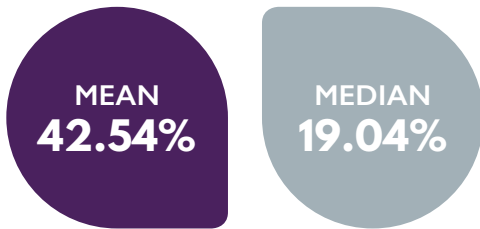
*A quartile is the total workforce split into 4 equal parts. Q1 being the lowest paid, up to Q4 being the highest.

0.00%
OF MALES
RECEIVED A BONUS



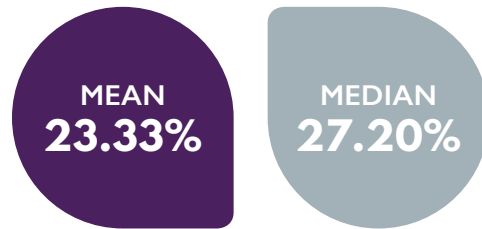
0.00%
OF FEMALES
RECEIVED A BONUS

HOURLY PAY GAP FEMALE VS MALE



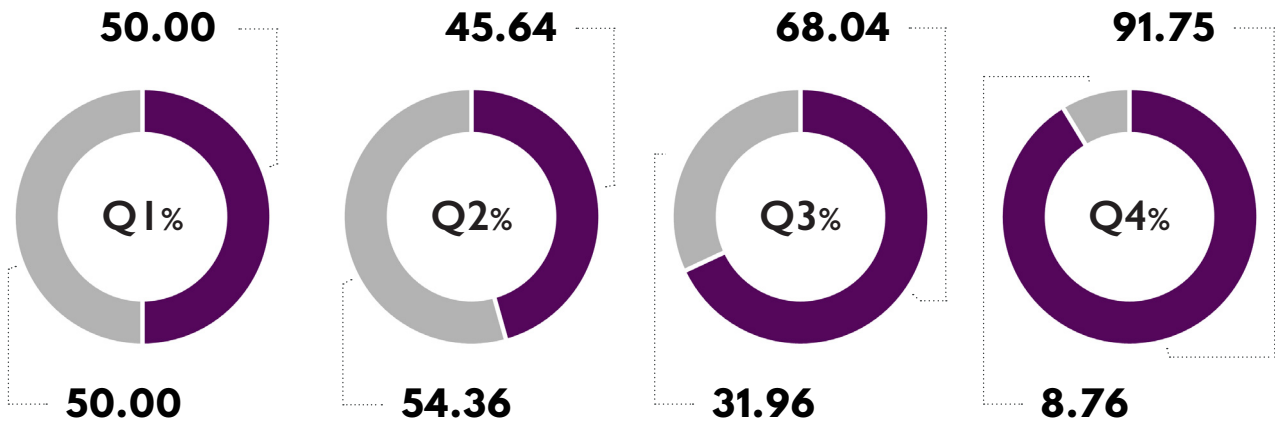
On average, men are paid 42.54% more than women. However, the median figure for men suggests they received 19.04% more per hour than the median figure for women.

BONUS PAY GAP FEMALE VS MALE



Of the 7.52 % of males receiving bonus, on average, men got 23.33% more than women. The median figures showed men got 27.20% more bonus than women.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE*



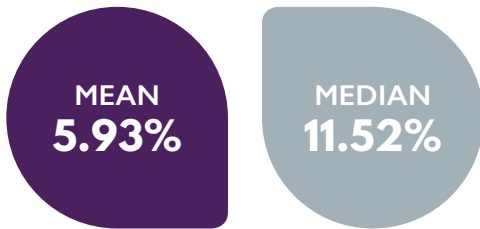
*A quartile is the total workforce split into 4 equal parts. Q1 being the lowest paid, up to Q4 being the highest.

7.52%
OF MALES
RECEIVED A BONUS



8.16%
OF FEMALES
RECEIVED A BONUS

HOURLY PAY GAP
FEMALE VS MALE



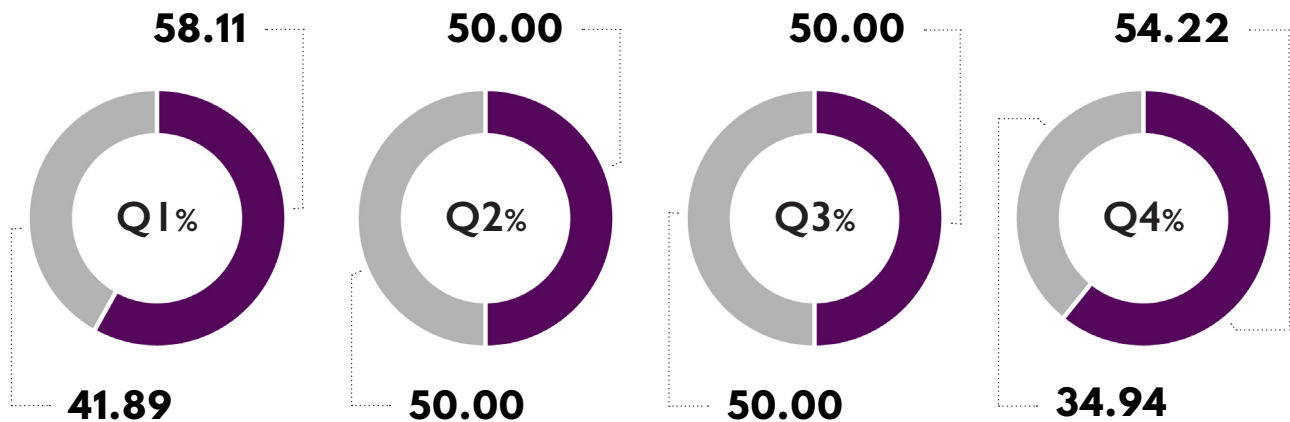
On average, men are paid 5.93% more than women. Meanwhile, the median figure for men suggests they received 11.52% more per hour than the median figure for women.

BONUS PAY GAP
FEMALE VS MALE



A small number of women received a bonus, however no men received a bonus, resulting in a -100% bonus pay gap

PROPORTION OF MALES AND FEMALES
IN EACH QUARTILE*



*A quartile is the total workforce split into 4 equal parts. Q1 being the lowest paid, up to Q4 being the highest.

0.00%
OF MALES
RECEIVED A BONUS



4.48%
OF FEMALES
RECEIVED A BONUS