GENDER PAY GAP REPORT 2018

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

www.rullion.co.uk

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 for 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

MEAN
39.62%

MEDIAN
16.90%

On average, men are paid 39.62% more than women. However, the median figure for men suggests they received 16.90% more per hour than the median figure for women.

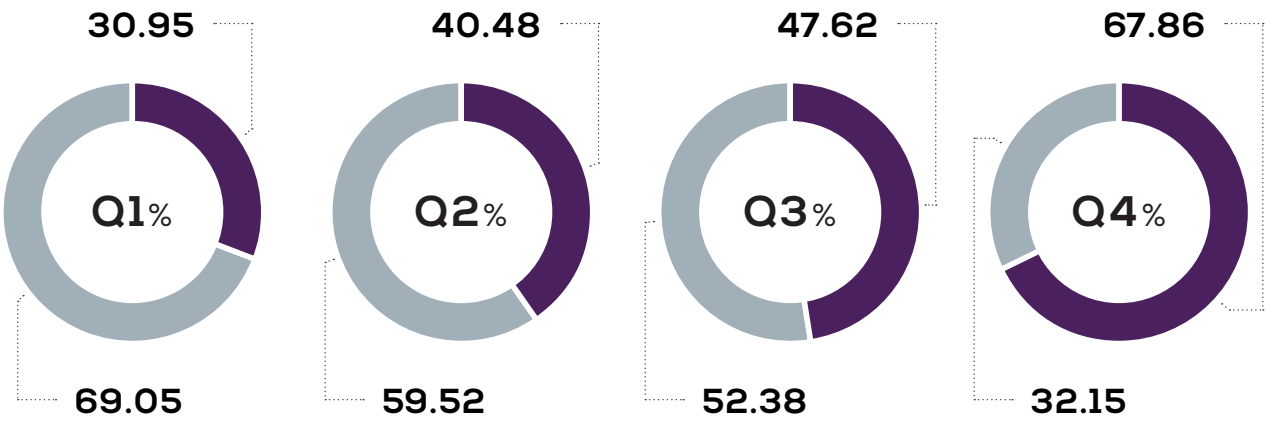
BONUS PAY GAP
FEMALE VS MALE

MEAN
-0.01%

MEDIAN
35.47%

Of the 77.71% of males receiving bonus, on average, men got 0.01% less than women. The median figures showed men got 35.47% 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 highest paid, down to Q4 being the lowest.

77.71%
OF MALES
RECEIVED A BONUS

65.92%
OF FEMALES
RECEIVED A BONUS

HOURLY PAY GAP
FEMALE VS MALE

MEAN
0.60%

MEDIAN
-14.50%

On average, men are paid 0.6% more than women However, the median figure for men suggests they received 14.5% less per hour than the median figure for women.

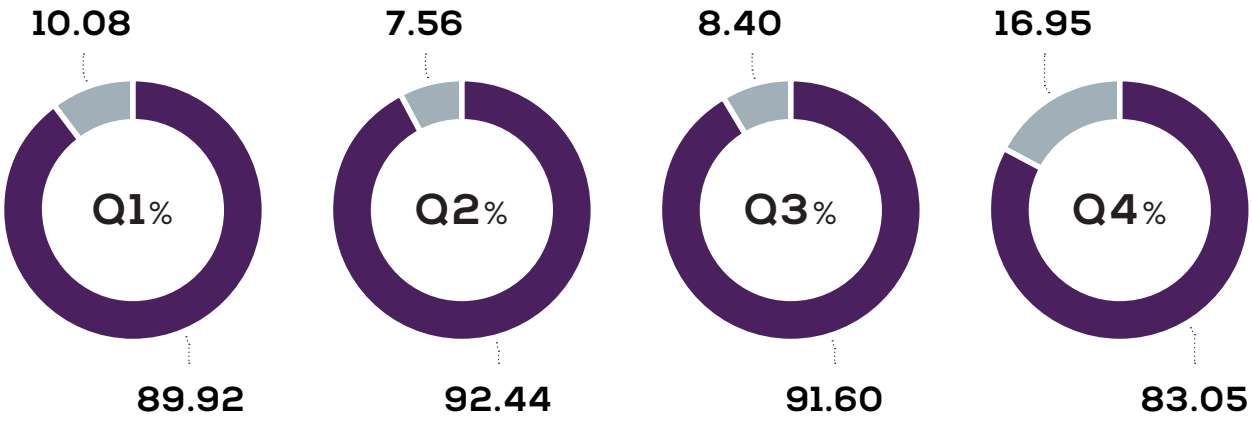
BONUS PAY GAP
FEMALE VS MALE

MEAN
71.03%

MEDIAN
66.96%

Of the 10.38% of males receiving bonus, on average, men got 71.03% more than women. The median figures showed men got 66.96% 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 highest paid, down to Q4 being the lowest.

10.38%
OF MALES
RECEIVED A BONUS

52.94%
OF FEMALES
RECEIVED A BONUS

HOURLY PAY GAP
FEMALE VS MALE

MEAN
32.41%

MEDIAN
19.88%

On average, men are paid 32.41% more than women. However, the median figure for men suggests they received 19.88% more per hour than the median figure for women.

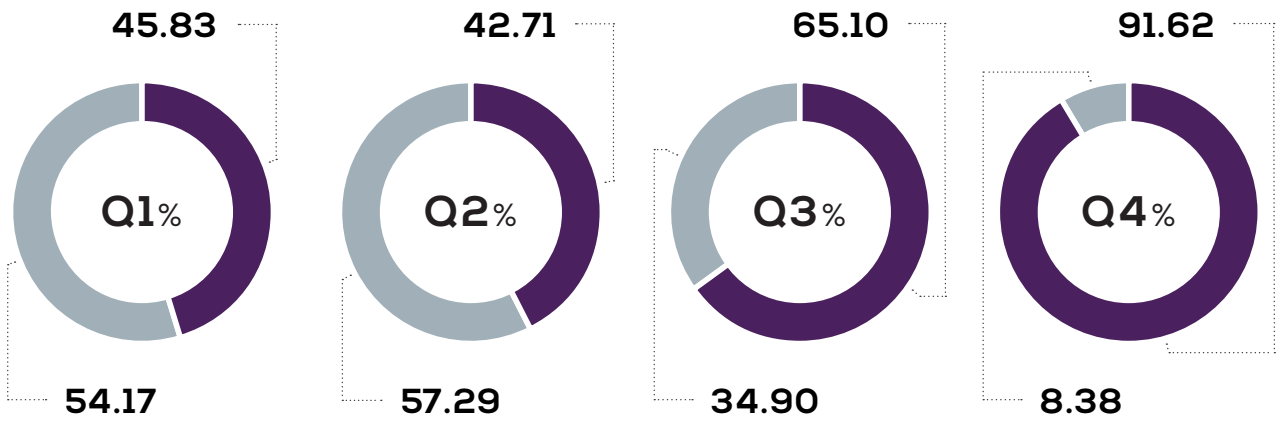
BONUS PAY GAP
FEMALE VS MALE

MEAN
49.46%

MEDIAN
30.83%

Of the 10.85% of males receiving bonus, on average, men got 49.46% more than women. The median figures showed men got 30.83% 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 highest paid, down to Q4 being the lowest.

10.85%
OF MALES
RECEIVED A BONUS

11.78%
OF FEMALES
RECEIVED A BONUS

HOURLY PAY GAP
FEMALE VS MALE

MEAN
18.52%

MEDIAN
6.70%

On average, men are paid 18.52% more than women. Meanwhile, the median figure for men suggests they received 6.70% more per hour than the median figure for women.

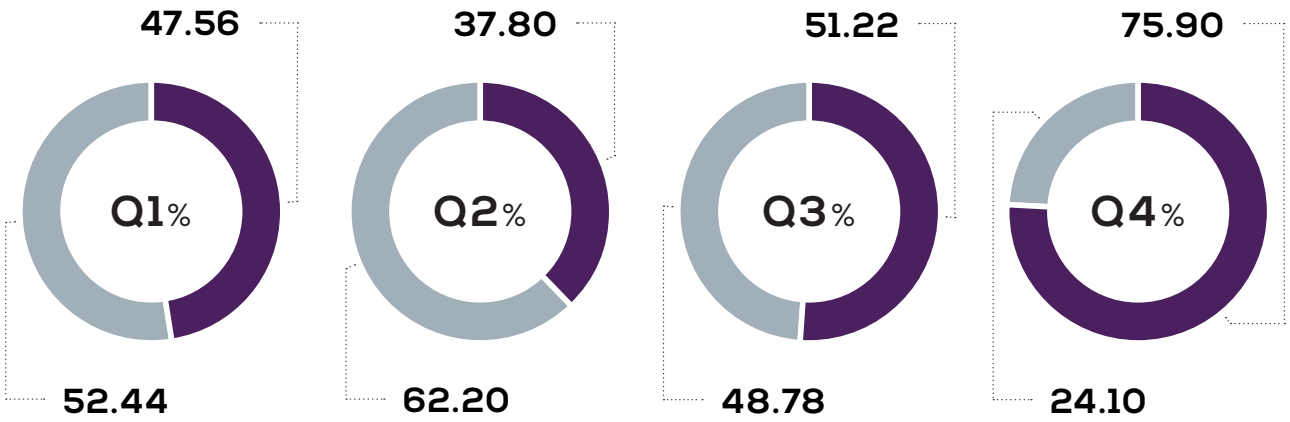
BONUS PAY GAP
FEMALE VS MALE

MEAN
-23.14%

MEDIAN
-14.49%

Of the 4.57% of males receiving bonus, on average, women received 23.14% more than men. But median figures showed women got 14.49% more bonus than men.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE*



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

4.57%
OF MALES
RECEIVED A BONUS

11.69%
OF FEMALES
RECEIVED A BONUS