

UK Gender Pay Report 2023



Gender Pay Gap legislation requires an employer with 250 employees or more to publish their gender pay gap for their employees. The data shows the position on gender pay as 5th April 2023.

What is Gender Pay?

- The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women. The **mean** gender pay gap is the difference between the average hourly earnings of men and women across a whole workforce.
- The **median** hourly pay gap is the **difference between the midpoints** in the ranges of hourly earnings of men and women.
- Our **mean** gender pay gap is -33% and is calculated on the basis of earnings for the pay period ending 5th April 2023.
- Our **median** gender pay gap is -55.8%, for the same period.

At RLC UK Limited, we are committed to creating a High Performance Culture based on inclusivity, diversity, and equality through embedding our values of Integrity, Respect, Ownership and Pride and are committed to creating a diverse workplace where every employee is able to reach their potential free from bias and discrimination.

We recognise our sector in aerospace and engineering relies upon employing employees with qualifications in science technology, engineering, and mathematics (STEM) related fields. We, like other companies in our sector face challenges in recruiting females with STEM qualifications and experience because there are significantly fewer women who study and work in these areas.

We also recognise that by nurturing diversity within our workforce we will create a more sustainable future and recognise to achieve a better gender balance may take years and therefore, we have implemented and promoted activities that will attract and retain talent. Our focus remains longer term sustainable changes and since our last submission, we have introduced career frameworks within our engineering and quality functions to ensure there are opportunities for all to progress to senior positions. This approach has already resulted in attracting both junior and senior female engineers since its implementation, providing opportunities at all levels. The career framework is supported by a commitment to invest in future talent through establishing apprenticeship and graduate programmes that involves engaging with the local community to encourage more females to consider engineering as a career option. Additionally, our flexible working policies is available to remove any perceived barriers to encourage applications from females.

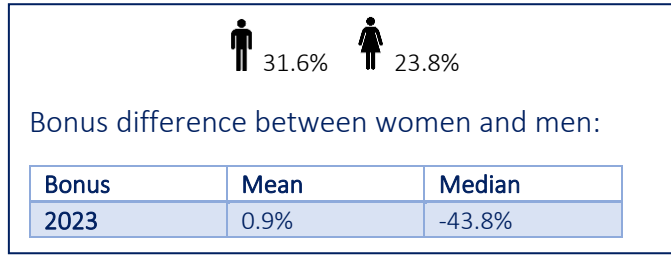
Additionally, we have made a significant investment in delivering equality, diversity and inclusion training for all employees as well as updating our company policies and procedures to ensure RLC UK Limited is a diverse workplace where every employee is able to achieve their potential free from bias and discrimination at every stage of an employee's career lifecycle.

We are proud to state that we are led by a female Chairman and both the Senior Leadership and the Extended Leadership Teams have female representation which demonstrates our commitment to attract, retain, develop, and promote individuals of all backgrounds regardless gender, race, age,

disability status, sexual orientation, religion or any other such characteristic to establish a High Performance Culture which we see as critical to our success.

Proportion of employees receiving a bonus:

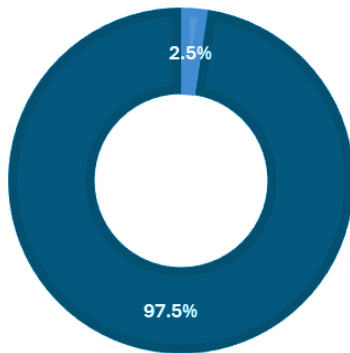
in the 12 months preceding 5 April 2023 this includes bonus made for long service and payment made for additional work on bank holidays.



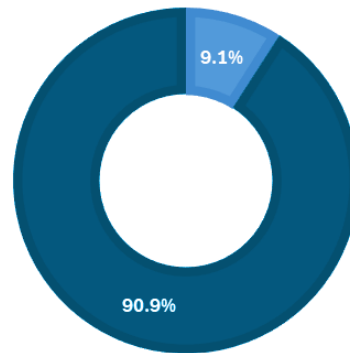
Gender profile by pay quartile:

This information shows the gender split when ordered by hourly rate of pay from the highest to the lowest and grouped into four equal quartiles.

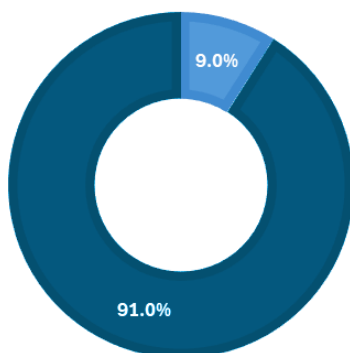
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

