

RIXONWAY GENDER PAY GAP REPORT 2019



MEAN PAY GAP



2019: 16%
2018: 17%



MEDIAN PAY GAP



2019: 11%
2018: 13%

- Mean and median difference in hourly rate of pay for males and females in April 2019 and April 2018



MEAN BONUS GAP



2019: -23%
2018: -20%



MEDIAN BONUS GAP

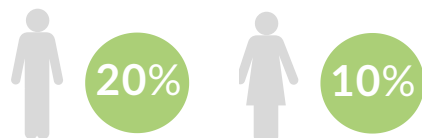


2019: -26%
2018: -209%

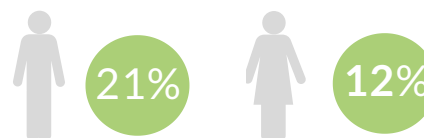
- Mean and median difference in bonus pay for males and females in April 2019 and April 2018
- Relatively small numbers of colleagues are paid bonus. There are two bonus schemes, both are performance related and meritocratic, however, one scheme creates significantly greater earning potential than the other, based on expectations within the role. We have a significantly higher proportion of females than males in the scheme with greater earning potential and a significantly higher proportion of males in the scheme with lower earning potential. These are the central drivers of the observed gap
- Making small increases or decreases to bonus payments (depending upon performance) can significantly affect this analysis particularly when drawing year on year comparisons



% RECEIVING BONUS 2019



% RECEIVING BONUS 2018



- Percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2019 and 5th April 2018
- Higher proportion of females within high commission earning roles
- Higher proportion of males within senior leadership team



QUARTILES 2019

	M%	F%
Quartile 1	63	37
Quartile 2	79	21
Quartile 3	90	10
Quartile 4	85	15
General Population:	79	21



QUARTILES 2018

	M%	F%
Quartile 1	62	38
Quartile 2	82	18
Quartile 3	91	9
Quartile 4	87	13
General Population:	80	20

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 93 colleagues

OVERALL

- Rixonway is committed to ensuring equity, fairness and equal opportunities for all colleagues
- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation