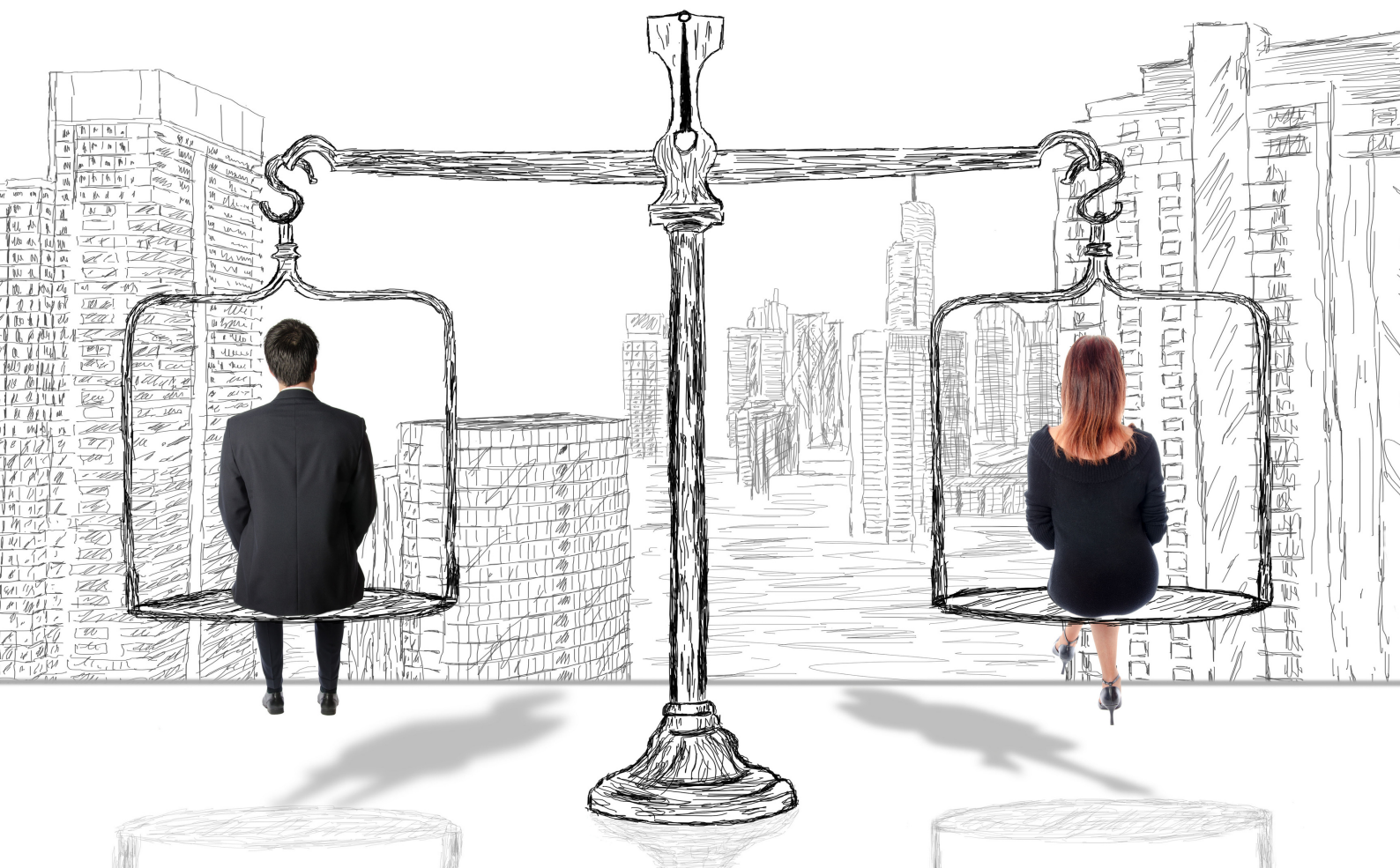


GENDER PAY GAP REPORT 2020



We are pleased to present our Gender Pay Gap report as at April 2020. River Clyde Homes aims to be an employer of choice and one that is focused on the continued development of colleagues to provide a great customer experience. One of the ways we do this is by ensuring staff are rewarded fairly and that our pay and reward processes are transparent and provide equality of opportunity.

**MEAN GENDER
PAY GAP:**

5.4%

**MEDIAN GENDER
PAY GAP:**

-2.5%

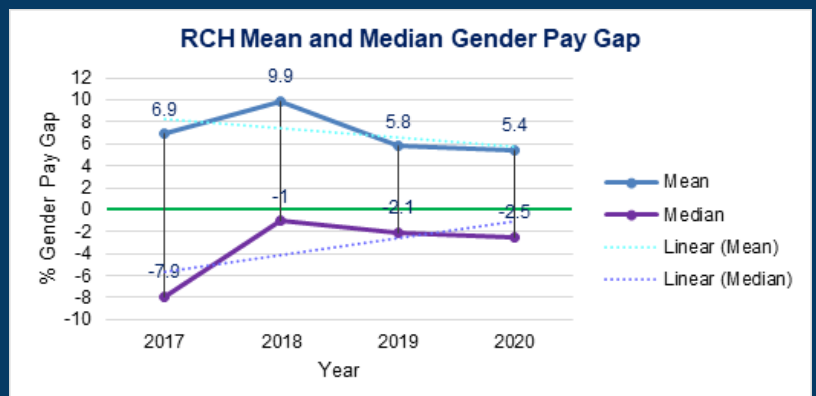
Gender Pay Gap Explained

The gender pay gap is a description given to the difference in average pay between all men and women across an organisation regardless of role or grade level.

Equal pay is different and is a direct comparison between individuals. It considers whether someone is paid equally to others doing the same or equivalent job, regardless of gender. That's why it's possible for organisations to be fully compliant with equal pay legislation but to still have a gender pay gap.

A negative pay gap means a company's female employees are paid on average more than their male employees.

RCH Mean & Median over time



Results can fluctuate in any given year, however, when looking at our mean and median GPG since we started reporting in 2017, we are pleased with the direction of movement and will continue to monitor and analyse trends.

Bonus Pay

River Clyde Homes does not pay any of its employees, male or female, bonus pay. Therefore it has no gender pay gap in respect of bonus pay.

All colleagues



A further gender pay gap measure is the proportion of males and females in pay quartiles. Pay quartiles are determined by ranking all employees in order of their hourly pay rates and then splitting them into four equal sized groups.

Our highest paid quartile includes both management and non-management roles.

The representation of women in management and senior management positions has increased year on year from 36% in 2018 and 46% in 2019 to 52% in 2020 and now closely reflects the gender balance of our workforce as a whole.

Pay, benefits and flexibility at work all play their part in reducing the gender pay gap and we have a range of flexible working options in place. We will continue to monitor and review our practices to ensure that there is equality of opportunity for all employees.

Declaration:

I confirm that the River Clyde Homes Gender Pay Gap calculations are accurate and meet the requirements of the regulations.

John Wright
Executive Director, Group Services

Pay Quartiles

