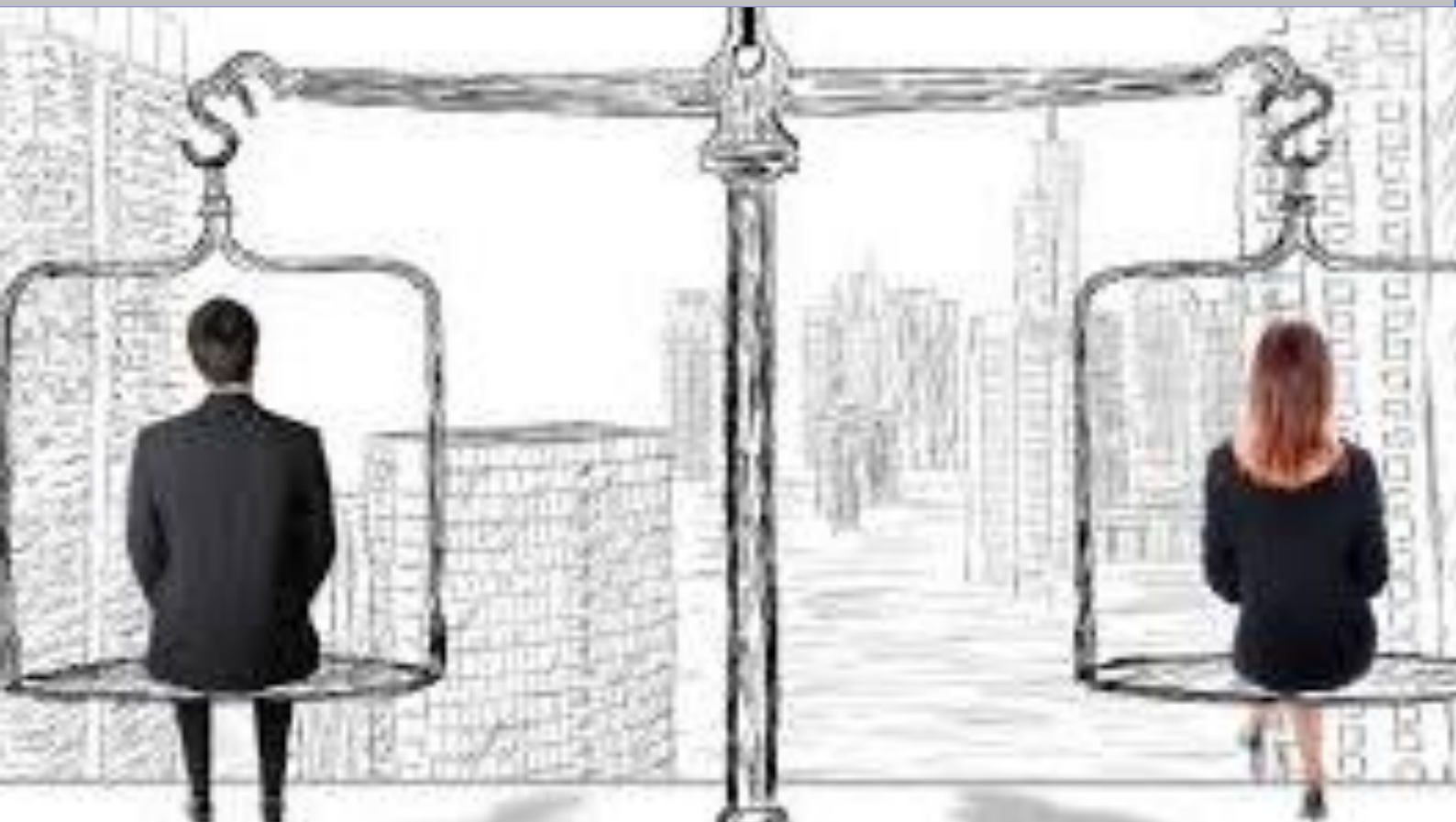




GENDER PAY GAP REPORT 2023



The RCH Group is pleased to report its Gender Pay Gap for 2023. This is our 7th year reporting figures for River Clyde Homes and we are also including figures that encompass our subsidiary, Home Fix Scotland.

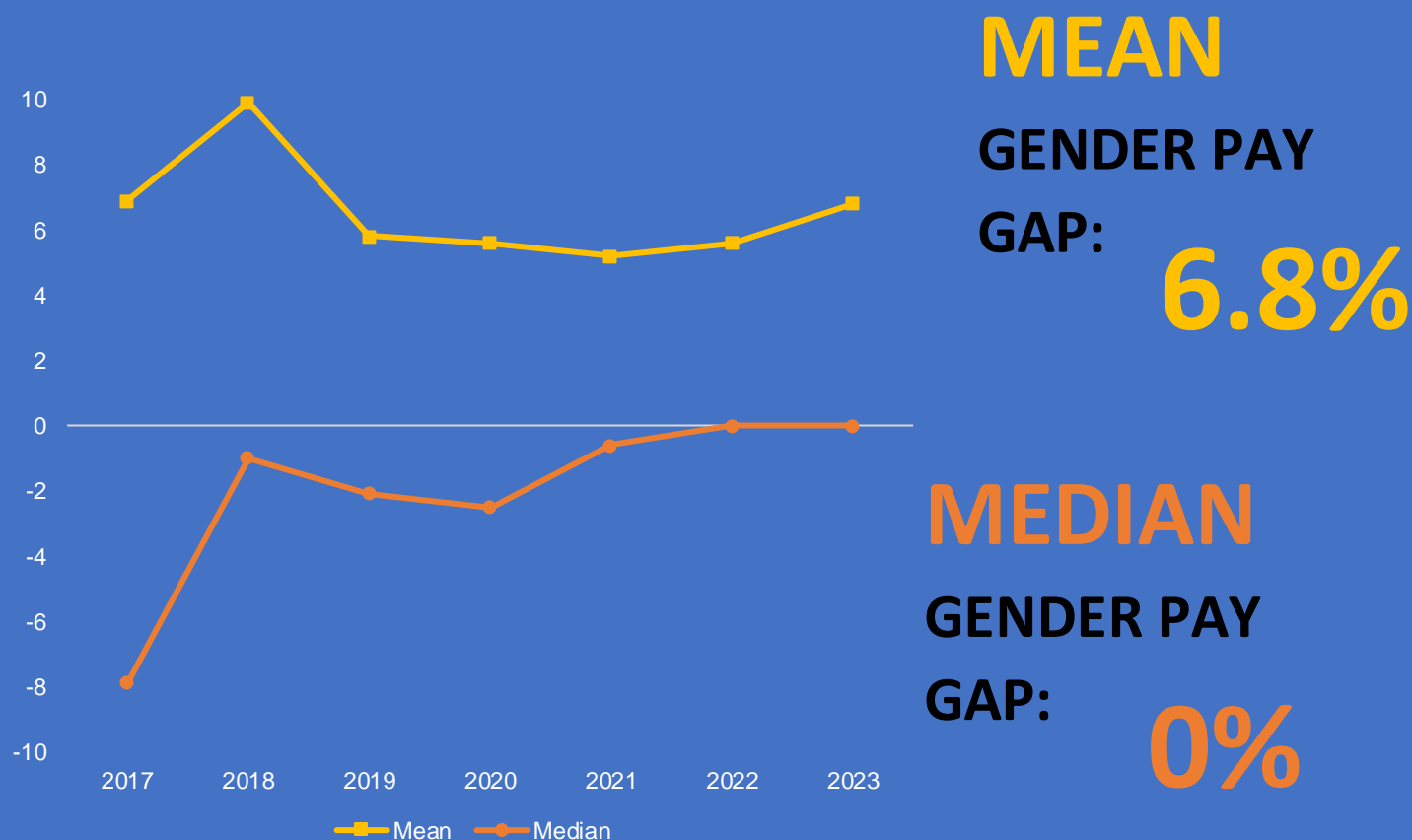
Gender Pay Gap Explained

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 its 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.

River Clyde Homes has seen a continuation of a 0% median gender pay gap however an increase in mean by 1.2% in 2023.



When considering both RCH and HFS together women were paid, on average, more than men.

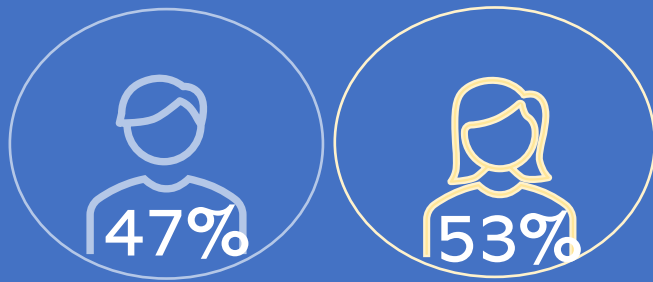
**RCH GROUP MEAN
GENDER PAY GAP:**

-4.7%

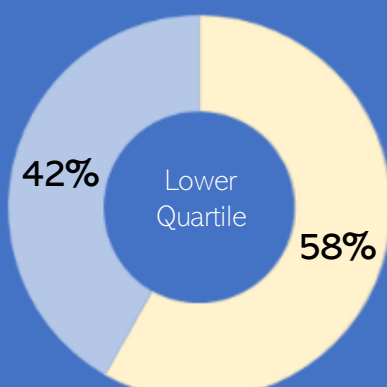
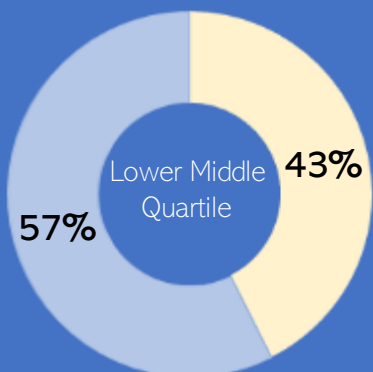
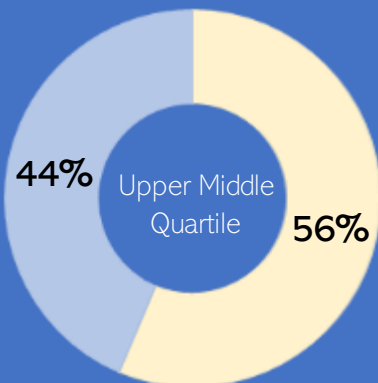
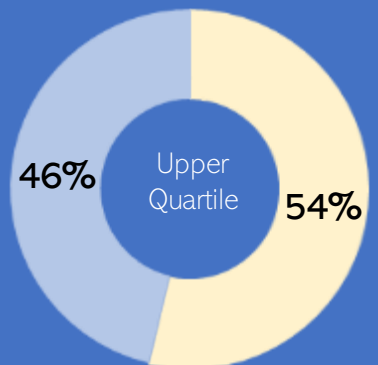
**RCH GROUP MEDIAN
GENDER PAY GAP:**

-8.8%

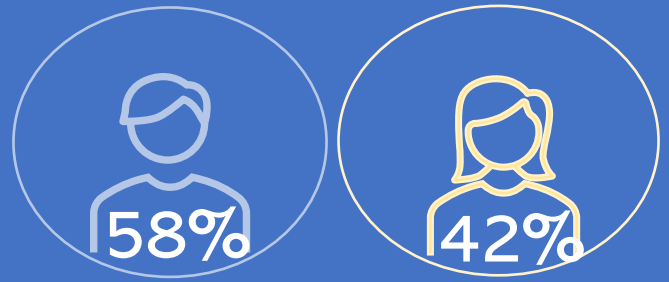
All RCH Colleagues



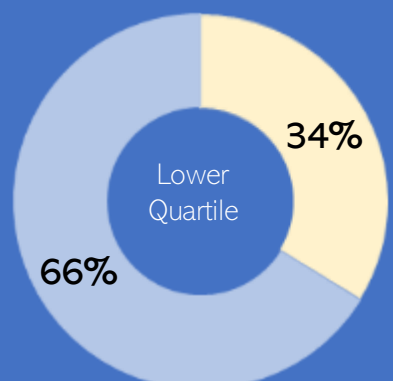
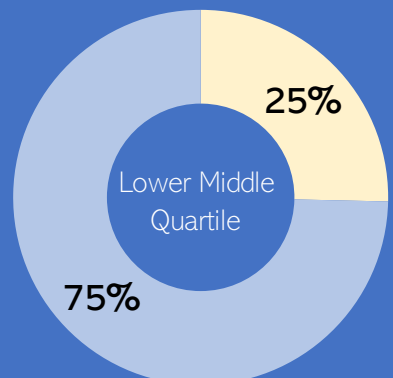
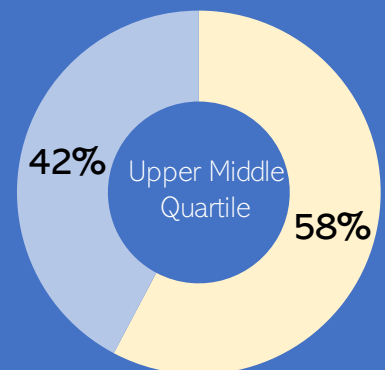
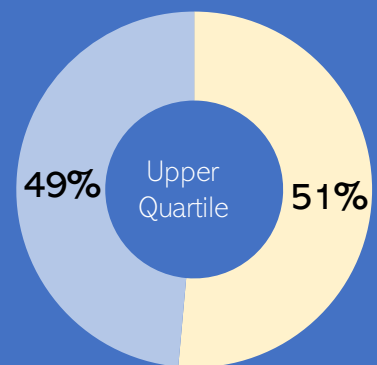
Pay Quartiles



All RCH Group Colleagues



Pay Quartiles



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.

Bonus Pay

Differences in bonus pay between men and woman is another way the gender pay gap is measured. River Clyde Homes and Home Fix Scotland do not pay any of its employees, male or female, bonus pay. Therefore there is no gender pay gap in respect of bonus pay.

Declaration:

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

Richard Turnock
Chief Executive, RCH Group

