



**RENDALL & RITTNER
OPERATIONS LIMITED
GENDER PAY GAP
REPORT 2023**

March 2024

GENDER PAY GAP REPORT 2023

SCOPE

This report covers employees of RENDALL & RITTNER OPERATIONS LIMITED for the year starting 6th April 2022 and ending 5th April 2023

WHAT IS GENDER PAY GAP REPORTING?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 state that employers with at least 250 employees are required to publish metrics on specific gender pay information:

- Mean and median gender pay gap, using hourly rates
- Mean and median bonus pay gap
- Proportion of male and female employees receiving a bonus
- Proportion of male and female employees by quartile pay band.

The regulations require employers to report annually, and within 12 months using April payroll data, including bonuses, so we report on mean and median gender pay and bonus gaps and quartile bands. The four quartile bands are an even distribution of our employees from the highest hourly rate to the lowest.

For the purpose of this report and to aid transparency we are reporting on one combined and two separate Rendall & Rittner employee groups; Rendall & Rittner Limited all employees, head office and onsite. The onsite group are employed directly for the benefit of our clients, who with our guidance and recommendations agree rates of pay and are involved at their request in recruitment, in particular for senior appointments.

GENDER PAY GAP REPORT 2023

WHAT IS A GENDER PAY GAP?

Most organisations in the UK have a gender pay gap but this does not mean that men and women are paid differently for the same or equal work. The gender pay gap is the measure between the average earnings of men and women across an organisation, regardless of their role or seniority.

WHAT IS THE DIFFERENCE BETWEEN GENDER PAY AND EQUAL PAY?

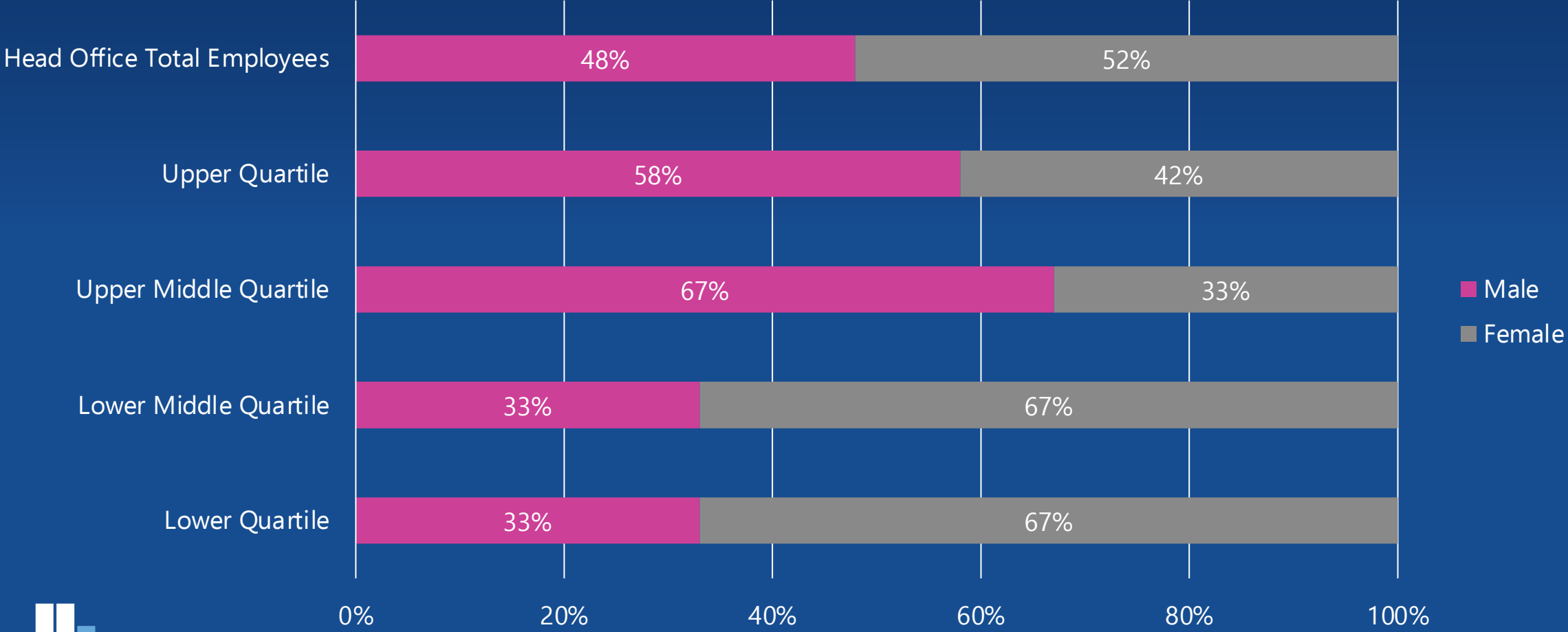
Equal pay relates to men and women being paid equally for the same or like work. This is a legal requirement in the UK and a principle that Rendall & Rittner remains committed to and one that we are confident that we abide by.

WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN FIGURES?

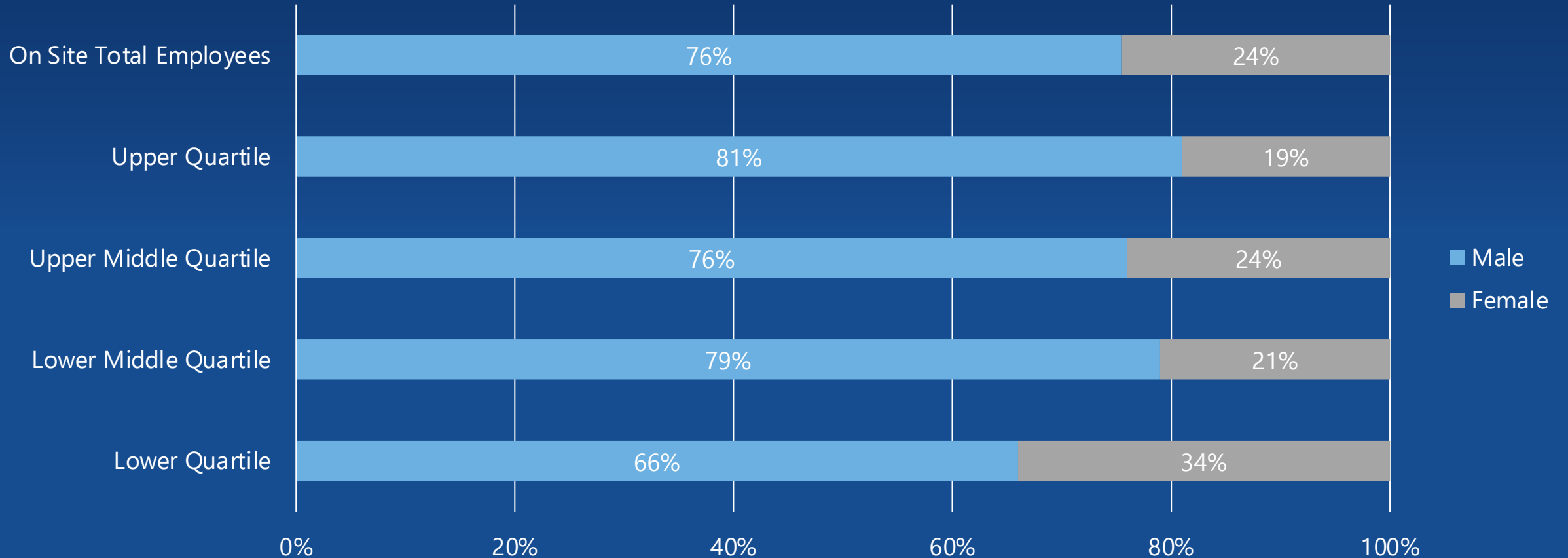
The mean figure is the average hourly rate for the group of employees in the quartile, once all the salaries are added up and divided by the number of employees. The mean gender pay gap is the difference between the average hourly rate for male employees and female employees. The median figure falls in the middle of the range when employees' salaries in the quartile are lined up from lowest to highest. The median gender pay gap is the difference between the hourly rate in the middle of male salaries and the hourly rate in the middle of the female salaries.

Typically, the median figure is more representative as the mean figure can be skewed by a handful of highly paid employees. A large difference between the mean and the median figures can indicate inequality at either end of the pay scales but generally it would be at the higher end of the scale.

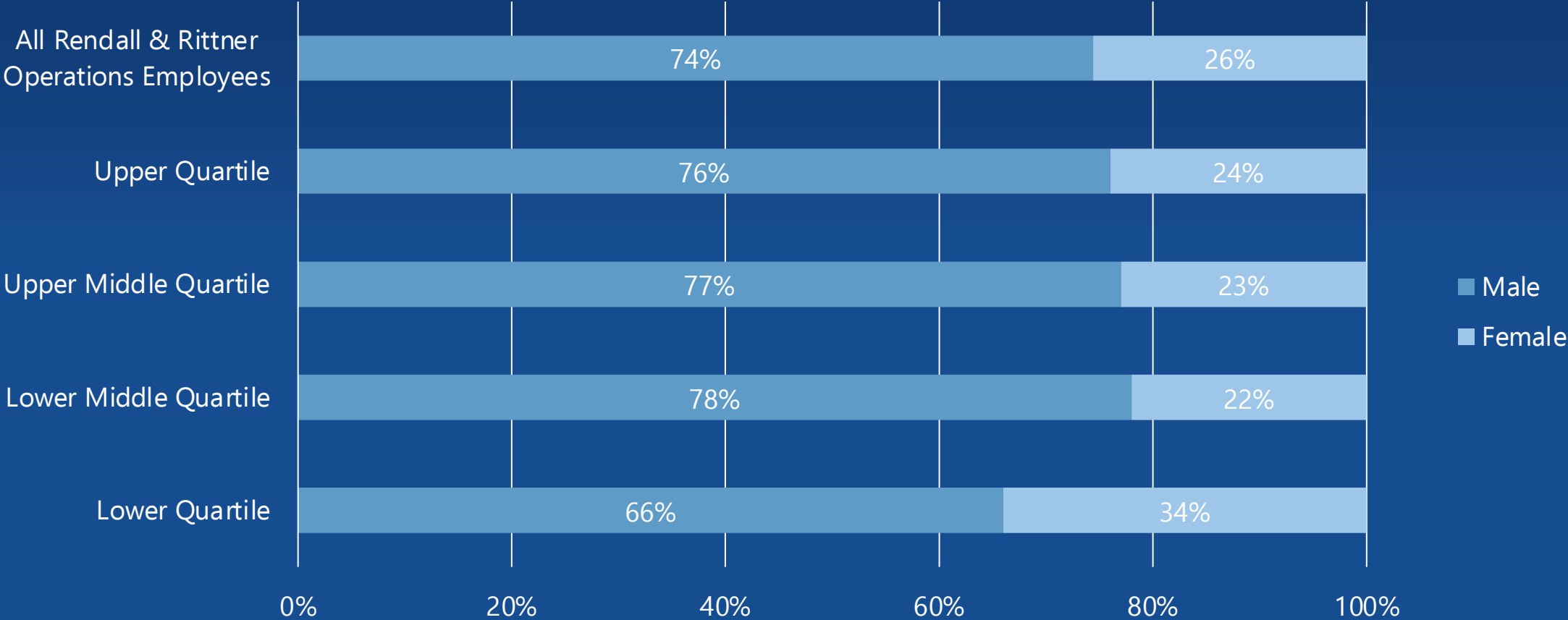
GENDER SPLIT HEAD OFFICE



GENDER SPLIT ONSITE



RRO GENDER SPLIT



1,212 employees are included in this report

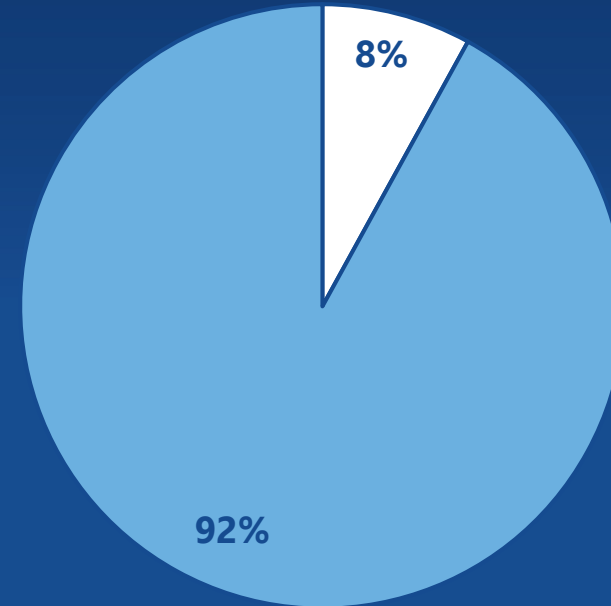
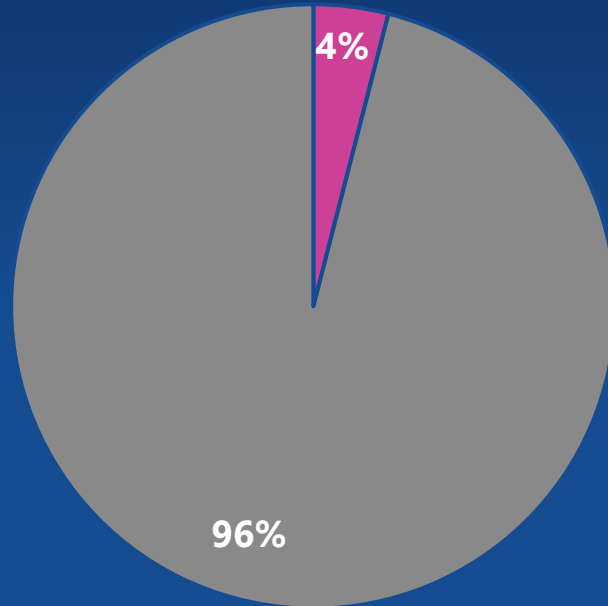
GENDER PAY GAP

	Mean Gender Pay Gap			Median Gender Pay Gap		
	Male Hourly Rate	Female Hourly Rate	Mean Gender Pay Gap	Male Hourly Rate	Female Hourly Rate	Median Gender Pay Gap
Head Office 2023	£27.10	£23.45	13.46%	£24.29	£20.87	14.08%
On Site 2023	£14.84	£13.68	7.82%	£13.15	£12.83	2.43%
Rendall & Rittner Operations Limited	£15.16	£14.47	4.53%	£13.18	£12.96	1.67%

GENDER PAY GAP

- We employ significantly more male employees in RRO which is typical of our industry but skews the numbers
- More of our senior onsite staff are male, leading to a much higher split of male to female employees in the upper quartiles
- We would expect to see a small pay gap in the Head Office roles as there are more male employees in senior positions
- As we have significantly more male employees in senior onsite roles, it is positive to see that the pay gaps are low

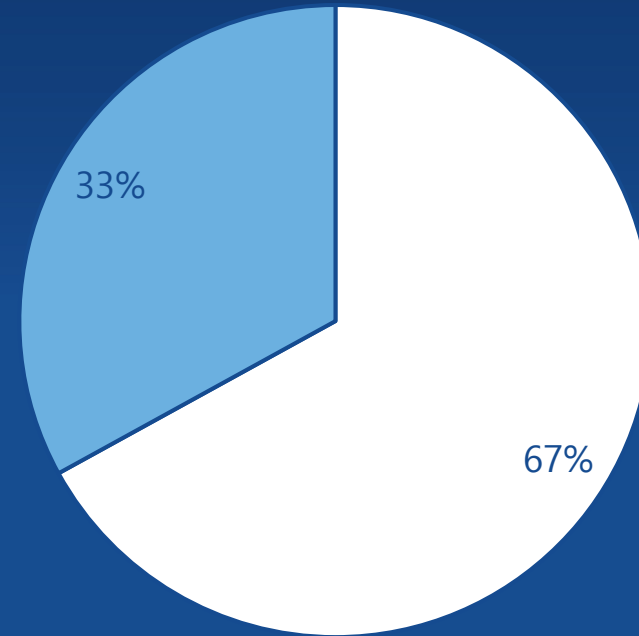
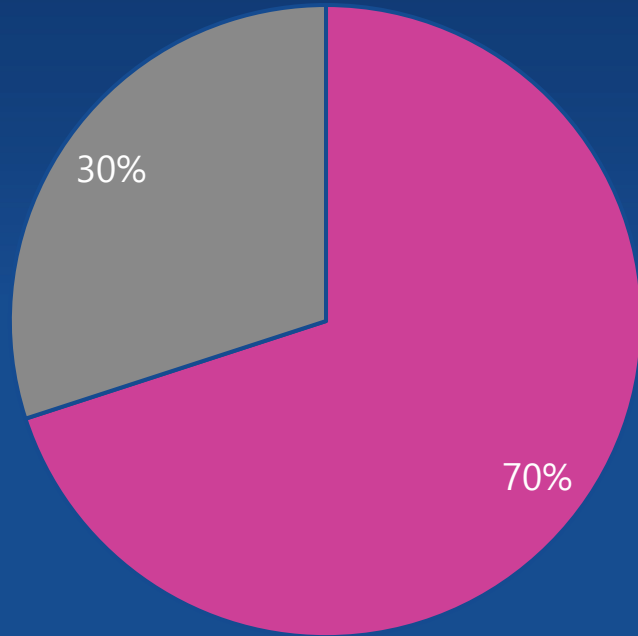
HEAD OFFICE BONUS GENDER SPLIT



- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

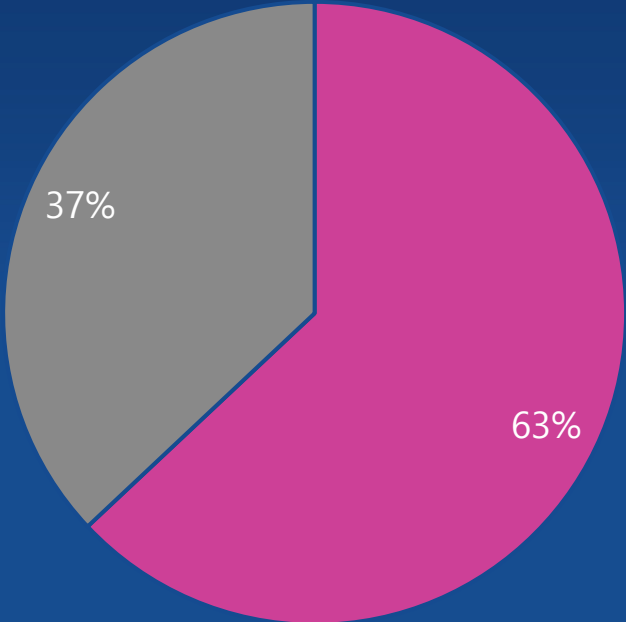
ONSITE BONUS GENDER SPLIT



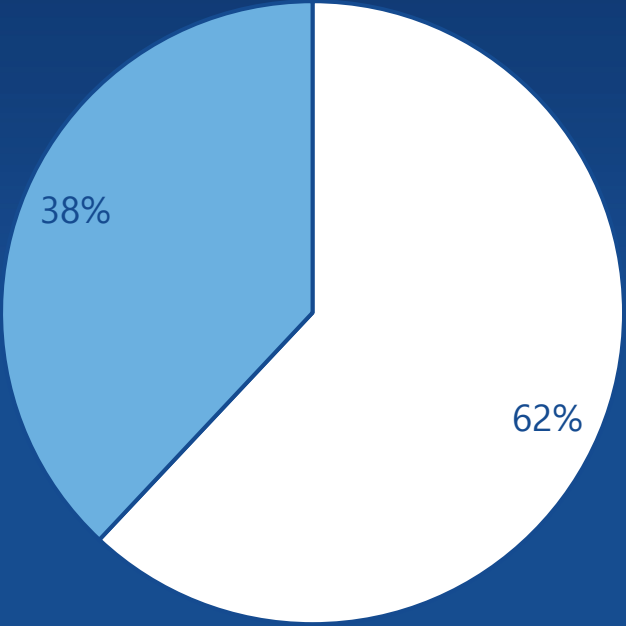
- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

RRO BONUS GENDER SPLIT



- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus



- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

BONUS PAY GAP

	Mean Bonus Pay Gap			Median Bonus Pay Gap		
	Male	Female	Mean Bonus Pay Gap	Male	Female	Median Bonus Pay Gap
Head Office	£1,000.00	£1,321.69	-32.17%	£1,000.00	£1,321.69	-32.17%
On Site	£773.55	£605.02	21.79%	£465.38	£500.00	-7.44%
Rendall & Rittner Operations Limited	£773.92	£612.53	20.85%	£500.00	£500.00	0.00%

BONUS PAY GAP

- In Head Office, annual discretionary bonuses were not paid routinely in this tax year. 3 bonuses were paid in total for a project and maternity return
- For onsite employees and RRO overall the percentage of bonuses paid to male and female employees are almost the same
- The median pay gap which is more reflective of the population is negative which is positive given the higher number of male employees in onsite roles

GENDER EQUALITY

We are committed to attracting and retaining the best staff in the industry whatever their gender and we regularly survey our staff to obtain their views on how we are operating, via pulse surveys and employee feedback.

Rendall & Rittner is very proud of the diversity within its workforce and we remain absolutely committed to continue to drive equality and diversity across the organisation. We have the following initiatives in place:

- All recruitment processes are designed to ensure non bias and gender neutrality
- Investment in training and development for all employees in equality and diversity
- Working closely with clients to drive the Living Wage Foundation initiative
- Long service sabbaticals for certain roles within the organisation
- Graduate and Apprentice schemes to encourage careers within the industry
- Celebrate International Women's Day with interviews with our female employees to promote career opportunities
- Inclusive bonus schemes that are fair and equitable to all

CLOSING STATEMENT FROM OUR CEO

We are pleased to see that our pay gaps are low. This shows that we already have some great processes and initiatives in place. We have a much higher number of male employees in our onsite roles, which is reflective of our industry. We will continue to address this balance by:

- Continuing regular training initiatives promoting EDI and our All In initiatives
- Ensuring all those involved in hiring decisions have refresher training to ensure there is no unconscious bias
- Strengthening career development and talent management frameworks
- Promoting flexibility and the opportunity to work flexibly in our recruitment adverts
- Continuing with our Pulse Surveys and acting on feedback from our employees
- Partnering with universities to attract new talent, from graduates and apprentices to more senior roles.
- Developing further relationships with local communities to attract local employees, particularly for onsite roles.

I confirm that the information contained in this report is accurate.



A handwritten signature in white ink, appearing to read "C. Riva".

Catherine Riva
CEO, Rendall & Rittner
1st March 2024