

RINEY



Gender pay gap report

2020

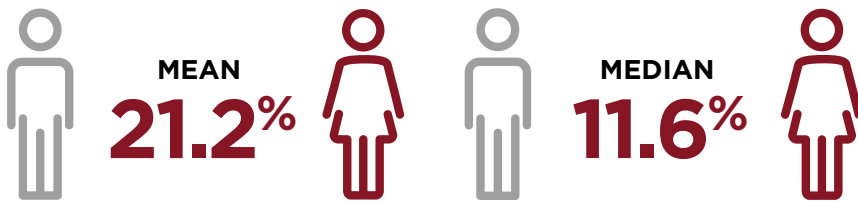
Introduction

As of April 2017, UK legislation requires businesses with 250 or more employees to publish their gender pay gap results, covering pay and bonuses. At Riney, we are fully committed to supporting the principles of the gender pay gap initiative. As with many organisations in our sector, we are aware that women are typically underrepresented.

We are actively challenging this trend to attract more women into our business. We are confident that we do not operate any form of discrimination within our reward structures or recruitment processes, and are committed to continuing to work to reduce the existing gender pay gap.

Gender Pay Gap Calculations

WOMEN'S HOURLY RATE DIFFERENCE (LOWER)



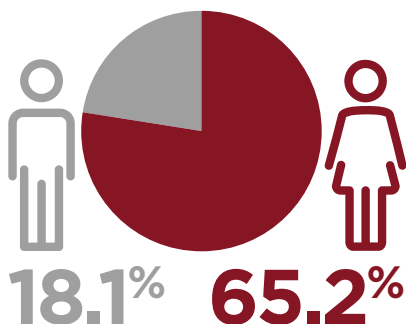
The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. Our median gender pay gap for average hourly pay was 11.6%, with our mean being 21.2%. When using the mean to calculate an average, it is influenced by the salaries of senior employees within an organisation and thus may not be truly representative of the average earnings of a typical employee. In taking the median, the middle value of the data is considered, and consequently it is considered a better indicator of typical average earnings.

As has been customary in our industry we have a high population of males. This is particularly apparent in our site based manual operations, which is the area of our business where the majority of our staff are employed. Office for National Statistics data shows the median gender pay gap across the UK as a whole is 15.5%. Our figures are lower than the construction sector average of 40.9%, which illustrates our strong commitment to paying men and women in comparable roles equally.

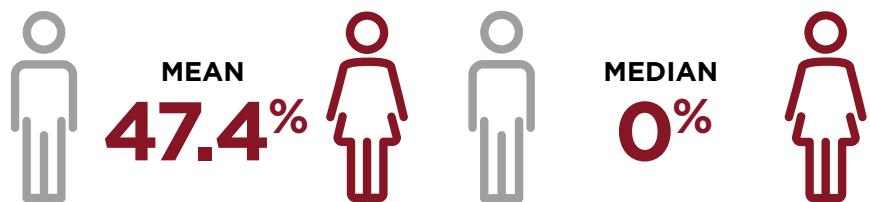
Our mean figure illustrates the fact that most senior roles within the organisation are currently held by men. We are committed to looking for the right gender balance by continuing to mentor, promote and recruit more women into senior positions.

Bonus Payments

% OF EMPLOYEES RECEIVING A BONUS



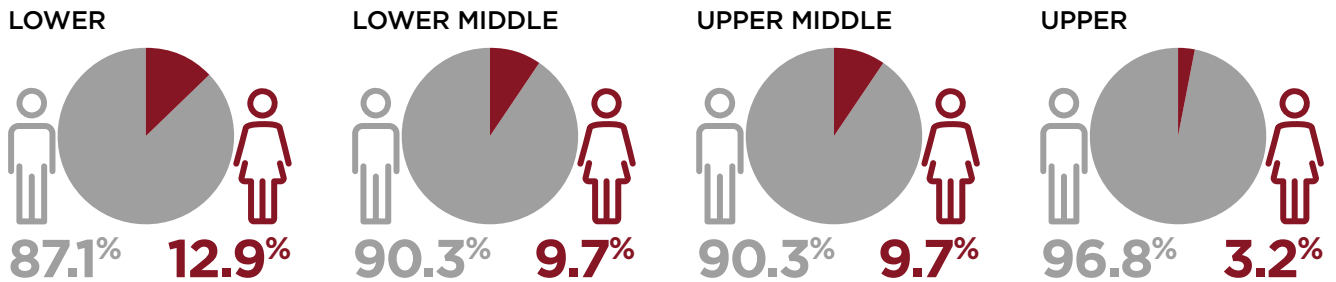
WOMEN'S BONUS PAYMENTS DIFFERENCE (LOWER)



From the data, we can see that a significantly greater proportion of female employees received a bonus for the period and that the median bonus is identical, however the mean a gap shows that the average payment is a significantly lower amount.

During the period, bonus awards were predominantly made to employees working in management and office-based roles. A majority male base for the upper management team is reflected within the average bonus award data. We are working to address this imbalance within our business.

Gender Pay Gap Quartiles



Women represent 9.6% of our workforce and the quartile bands reflect the fact that the overall proportion of males within the business is higher than women. In normal circumstances, women would have represented 6.8% of employees within the upper quartile band, but the Covid-19 pandemic led to us

taking a decision to furlough a significant proportion of our managerial and office-based employees over a period which included the snapshot date used for the purpose of gender pay reporting period which we are required to report on.

Encouraging and Supporting Diversity and Next Steps

There are a number of things that need to change in order to address the gender pay gap. We will regularly review our recruitment materials, sources of candidates and practices to ensure that they are free of any gender bias. We are also committed to utilising opportunities to upskill or retrain employees, which are available through apprenticeships – both internally and externally.

To attract more women into our industry, we will actively use role models from our business to encourage female students to consider career opportunities with us. This includes taking part in careers fairs and educational engagement activities.

In addition to activities to attract more women to join our business, we will actively participate in our parent company's recruitment programme to ensure that our business is an inclusive environment where women can develop and successfully progress their careers.

I confirm that the information contained in this written statement is accurate.

CHRIS MOORE
Managing Director