

**RINEY**



# Gender pay gap report

2021

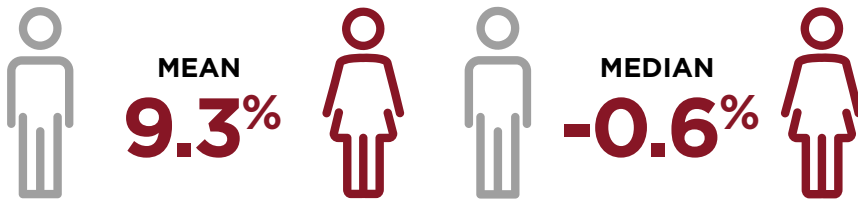
# Introduction

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. At Riney women represent 11.7% of our workforce, up 2.1% from the previous year.

## Gender Pay Gap Calculations

### WOMEN'S HOURLY RATE DIFFERENCE (LOWER)

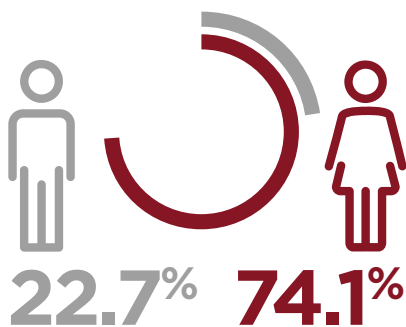


The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. When using the mean to calculate an average, it is influenced by the salaries of senior employees within an organisation and thus may not be truly representative of the average earnings 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 most of our staff are employed. We are committed to improving gender balance by continuing to mentor, promote and recruit more women into senior positions.

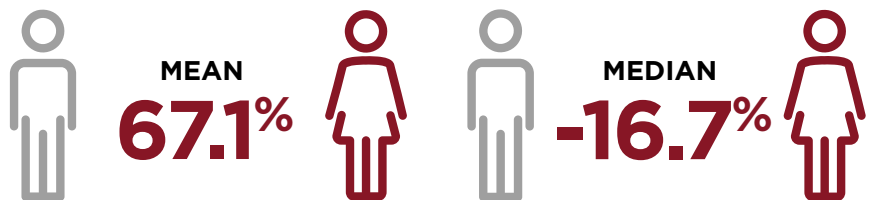
## Bonus Payments

### % OF EMPLOYEES RECEIVING A BONUS



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. During the period, bonus awards were predominantly made to employees working in management and office-based roles.

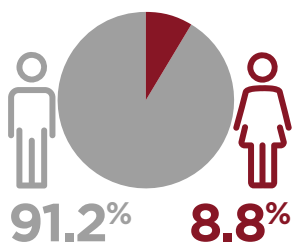
### WOMEN'S BONUS PAYMENTS DIFFERENCE (LOWER)



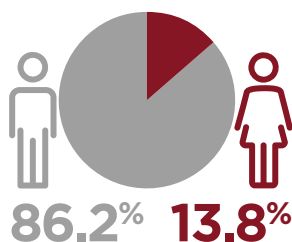
A majority male base for the upper management team is reflected within the average bonus award data. We are working to address this imbalance within our business.

# Gender Pay Gap Quartiles

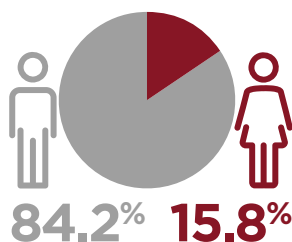
LOWER



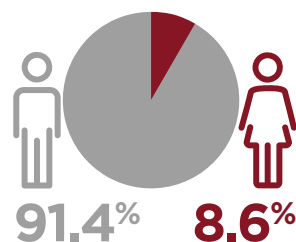
LOWER MIDDLE



UPPER MIDDLE



UPPER



## Encouraging and Supporting Diversity and Next Steps

We are passionate that our workforce reflects the communities where we operate. Our ambition is that everyone regardless of level, role, or background will enjoy an environment of respect, inclusion and belonging. Whilst this is a journey, we still have much more to do to improve our gender parity, but we are committed.

To attract more women into our industry, we will actively use role models from our business to encourage female to consider career opportunities with us. This includes taking part in careers fairs and educational engagement activities and regularly reviewing our recruitment practices to ensure they remain free from bias. 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.

We continually review our policies to ensure they are fair and equal. A consideration will be our flexible working approach, regardless of gender, given the recent Royal Institute of Chartered Surveyors (RICS) survey findings indicate that 48% of respondents said flexible working is key. We have already adapted a hybrid working model.

We know the changes we want to make, and we recognise the journey to achieve, our focus is on attracting and retaining women to support them fulfilling their career aspirations to help narrow the gender pay gap.

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

**PETER HYDE**  
Managing Director