

GENDER PAY REPORT 2018

RIVERSIDE TRUCK RENTAL LTD



RIVERSIDE TRUCK RENTAL LTD

FOREWARD

Riverside Truck Rental Ltd aims to be a diverse and inclusive business and we believe our success depends on our people. We are consistently and actively seeking a diverse workforce across all levels and locations.

We are confident that we have equal pay however we do have a gender pay gap.

The commercial vehicle sector has traditionally been male dominated and at the calculation date, the company's workforce was 80% male employees and 20% female employees.

The principal reason for this percentage is that the entry point for most of our employees is through a HGV Apprentice scheme. Our senior managers were HGV technicians in their earlier careers. There are growing concerns around the skill shortage of HGV Technicians in the commercial sector in general which makes it increasingly challenging for the business to recruit female HGV Technicians.

We are constantly working to bring a gender balance therefore we support and welcome the opportunity to publish our gender Pay Data in line with the new government regulations.

LEGISLATIVE REQUIREMENTS

All UK companies with 250 or more employees on April 2017 are required to publish detailed gender pay information:

- Mean and median gender pay gap.
- Mean and median gender bonus gap.
- Proportion of males and females by quartile pay band.

◇ Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately.

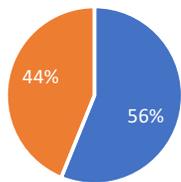
◇ The mean and median gender pay gap is based on hourly rates of pay as at April 2017.

◇ The mean and median gender bonus gap reflects bonus pay received in the 12 months up to April 2017.

◇ Pay quartiles look at the proportion of men and women in the four pay bands when we divide our workforce into four equal parts.

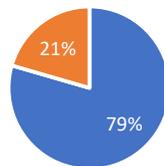
Pay quartiles by gender

Upper Quartile



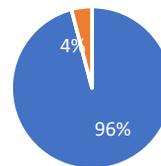
■ Male ■ Female

Upper Mid Quartile



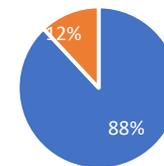
■ Male ■ Female

Lower Mid Quartile



■ Male ■ Female

Lower Quartile



■ Male ■ Female

The data above shows the male to the female split of our employees in each pay quartile. It was established by collating our whole workforce in order of hourly pay then dividing them into four equally sized quartile groups, following which the proportions of men and woman in each of the quartiles were calculated

Working to Close the Gap

Effective recruitment is the key to having the people with the right skills, expertise and qualifications in the right jobs. Diversity and equality of opportunity is at the heart of this process.

- We will continue to monitor our processes in line with our recruitment and retention policy
- We are committed to encouraging and creating diverse leadership teams and creating the right environment and training opportunities so we do get a higher proportion of women in senior roles.
- We will continue to take positive action to encourage and attract female apprentices into our sector

Statutory Gender Pay Gap Reporting Data

Mean Gender Pay Gap (hourly pay difference between male and female employees)	Median Gender Pay Gap (hourly pay difference between male and female employees)	Proportion of males and females in the upper quartile		Proportion of males and females in the upper mid quartile		Proportion of males and females in the Lower mid quartile		Proportion of males and females in the Lower quartile		Mean Bonus Gender Pay Gap (difference in bonus payments between male and female employees)	Median Bonus Gender Pay Gap (difference in bonus payments between male and female employees)	Proportion of males and females receiving bonus pay	
		Males	Females	Males	Females	Males	Females	Males	Females			Males	Females
18.53%	26.01%	88%	12%	96%	4%	79%	21%	56%	44%	16.77%	0.00%	5.5%	18.6%

Data notes

Columns one and two represent the difference between male and female mean and median hourly pay rates. These figures were calculated as at 05 April 2017.

The figures in columns three to six inclusive explain the gender distribution across four equally sized pay quartiles

Columns seven and eight demonstrates the difference between the mean and median gender bonus pay received in the 12 months up to April 2017

The final column shows the proportion of men and women who received a bonus in the reporting year.

Signed for and on behalf of Riverside Truck Rental Ltd

Martin Ashcroft

Chief Financial Officer