

GENDER PAY GAP REPORT 2020





ABOUT THIS REPORT

Rivus Fleet Solutions are proud to promote inclusion, diversity and equality. We are committed to ensuring that our colleagues are treated equally and fairly, with all having the same opportunities to thrive and earn what they deserve without bias. The experience of collating this report has been very beneficial in helping us to identify where we stand when looking at gender pay. Although the results discussed are very positive, we understand that we can always improve and we will strive to do so.

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2020*.



*Our snapshot of data incorporates a significant impact of furlough with our full pay relevant employees reduced as a result. This may have consequences when comparing this years data to next years analysis.

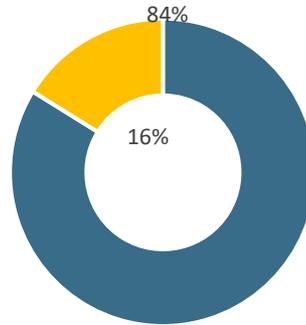


SUMMARY DATA

This summary is based on data for over 800 employees who received pay/bonus during the relevant reporting period for gender pay gap reporting.

Around 73% of these colleagues work on the front line in our garage network whilst the remaining 27% make up our head office support functions. This is reflected in the proportion of men and women that make up our workforce. More men tend to work in in our garage network as vehicle technicians and mobile engineers, which is common across our industry.

Overall Headcount 2020



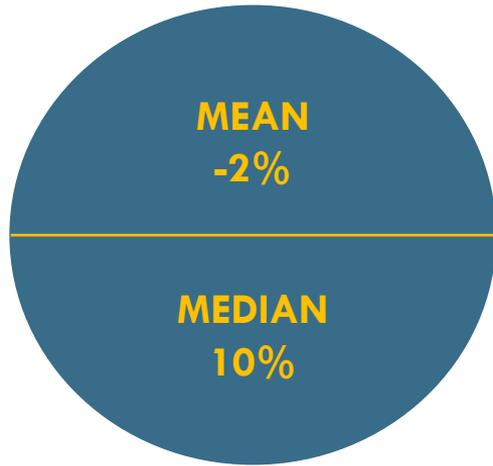
■ Male ■ Female



GENDER PAY GAP

When looking at the gender pay gap as a median and a mean average our results are very positive. The averages show that there is only a very small gap in the average earnings of men and women at Rivus Fleet Solutions. As of April 2020, the mean gap was -2% and the median gap was 10%. This means on average women earn 39p more than men per hour when looking at our workforce as a whole, however, men earn £1.77 per hour more than women when looking at our midpoint earnings. This can be explained further when we start to look at the breakdown on men to women across each quartile of the business.

Our results compare very favourably with the national average of 15.5% in 2020.



UNDERSTANDING GENDER PAY

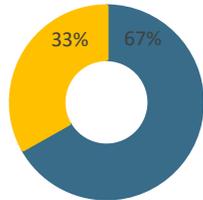
The Gender Pay Gap measures the difference between the average pay for men and women across all roles and all levels. This differs to equal pay which compares the pay men and women receive for doing the same or similar roles.



GENDER PAY GAP

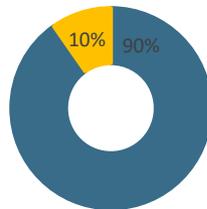
One of the reasons our pay gap is small, is that 67% of our executive team were female in April 2020. This means that female representation in the highest paid roles in the company is very strong. We also have significant female representation in middle to senior management roles. With good female representation in roles at the higher end of the salary scale, the percentage of female workers in the upper pay quartile is 18%, which is higher than the overall female representation in the company of 16%. This has helped to contribute to a small but negative pay gap, with men earning slightly less on average for the mean calculation. Conversely, female representation in the lowest pay quartile is quite high at 33% compared to the 16% female representation across the company. This is, in the main, a result of a high female representation in our lower paid support roles in our customer operations team. A larger female representation in the lowest pay quartile has had an impact on the median average and has resulted in a gap of 10%.

Lower Quartile



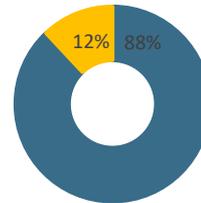
■ Male ■ Female

Lower Middle Quartile



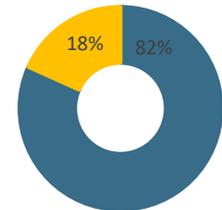
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



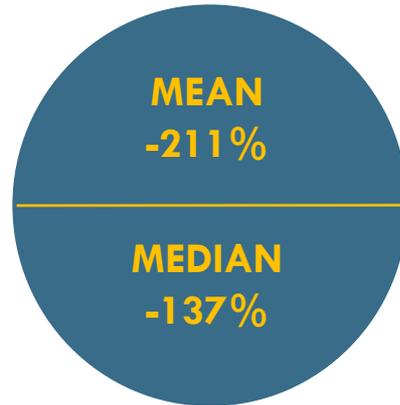
■ Male ■ Female



BONUS DATA

There is a significant gap for both the mean and the median bonus gap, with both averages showing as a negative and therefore highlighting that males on average are earning less than females in relation to bonus payments. The mean gender bonus gap is -211%, whilst the median bonus gap is -137%.

This is a result of the types of bonuses that we have paid. Most of the payments in this data come from our 'Garage Incentive Scheme'. This is a performance related bonus payment available to our front-line garage employees. Most of these employees are male and there have only been a few Garage Incentive payments made to females. Outside of the Garage Incentive scheme there have just been a handful of other bonus payments. These are payments to mid-level to senior level managers. There are more females than males in this bonus group, and the bonus payments are significantly more than the Garage Incentive payments. The highest bonus payments in this small group have also been paid to females. The combination of a very small group of females receiving a significant bonus (3%), and a much larger group of male employees receiving a bonus (65%) that is less significant, has resulted in a large negative pay gap for both the mean and median averages.



2020

Percentage of men and women who received a bonus

Men	65%
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Women	3%
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SUMMARY

In summary, we are pleased that the gap is so small when looking at our mean average, and that our median average is well below the national average. We do however know that we still have work to do if we are to reduce female representation in our lower pay quartile to reduce our median pay gap further.

For our bonus gap, we see rewarding our front-line workers with our garage incentive scheme as a positive. To reduce the negative gap, and to increase the number of female employees receiving a bonus, we would love to attract more females to work in our garages as vehicle technicians. A lack of female representation in these positions is an industry wide trend, but we know that women can do a fantastic job in these crucial roles for our business. We also see rewarding female colleagues in mid-level and senior management level with bonus pay for good performance as a positive. With such a small group receiving more significant bonus payments, the gap has however been inflated as a result. This something that we will consider as we look at bonus payments for mid and senior level managers this year.



Victoria Knight
HR Director