

# Gender Pay Gap Report 2021

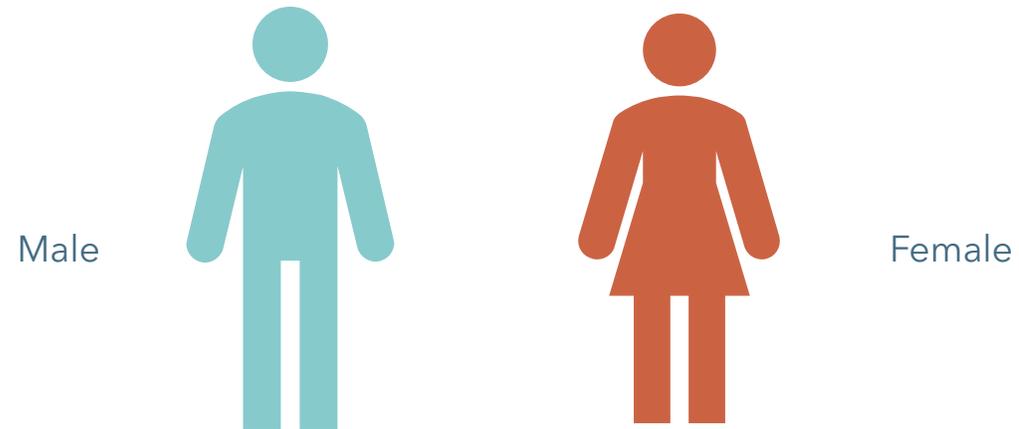


# About this Report



Rivus Fleet Solutions is 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 2021\*.



\*Our snapshot of data last year incorporated a significant impact of furlough with our full pay relevant employees reduced as a result. This has had consequences when comparing last years data to this years analysis.

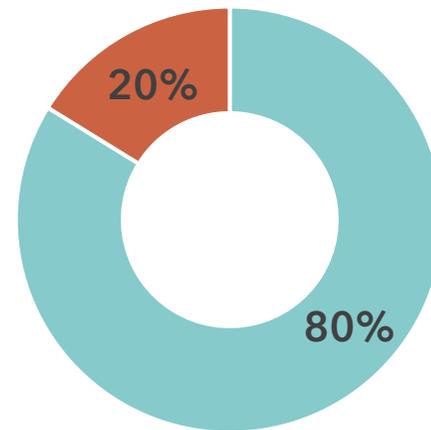
# Summary Data



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 69% of these colleagues work on the front line in our garage network whilst the remaining 31% make up our support centre 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. Female representation has however increased by 4% when comparing to last years data.

## Overall Headcount 2021



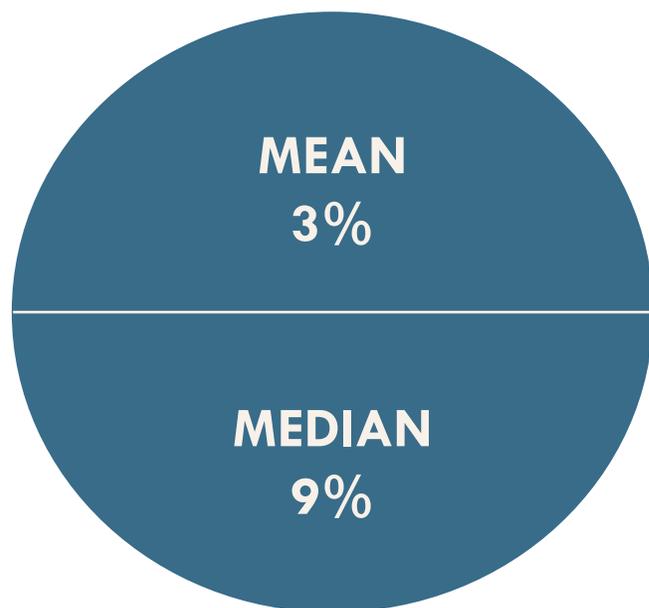
■ Male ■ Female

# 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 2021, the mean gap was 3% and the median gap was 9%. This means on average men earn 58p more than women per hour when looking at our workforce as a whole, and £1.49 per hour more than women when looking at our midpoint earnings. This can be explained further when we start to look at the breakdown of men to women across each quartile of the business. When comparing to last year there has been a slight increase in the mean average and a slight decrease in the median gap.

Our results compare very favourably with the national average of 15.4% in 2021.



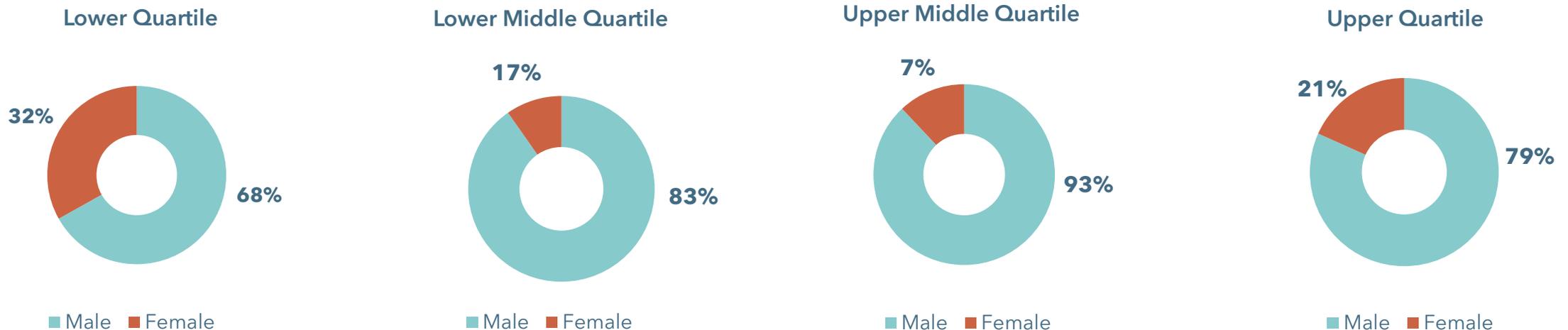
## Understanding Gender Pay

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 female representation in middle to senior management roles is strong. 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 21% (an increase from 18% last year), which is higher than the overall female representation in the company of 20%. This has helped to contribute to a small pay gap, with men only earning slightly more on average for the mean calculation. Conversely, female representation in the lowest pay quartile is quite high at 32% (down from 33% last year) compared to the 20% 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 slightly larger gap of 9% (down from 10% last year).

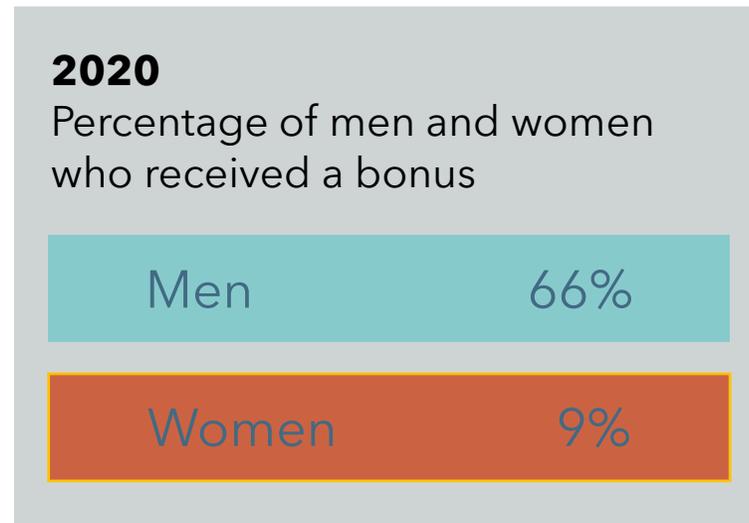


# Bonus Data



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 -121%, whilst the median bonus gap is -30%.

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 has been a smaller number of larger bonus payments. These are payments to mid-level to senior level managers. For the highest paid bonus group, 33% of recipients are female which is significantly above the 20% female representation across the workforce. The combination of a smaller group of females receiving a significant bonus (9%), and a much larger group of male employees receiving a bonus (66%) that is less significant, has resulted in a large negative pay gap for both the mean and median averages.



# 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 increase our female representation overall across the business and 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 and bonuses paid to female employees has increased significantly from 3% last year to 9% this year. With what is still a small group receiving more significant bonus payments, the gap has however been inflated as a result.

We have already introduced a reward and recognition scheme this year that will increase the number of females receiving smaller bonus payments in our customer operations team, and other teams where female representation is higher than in our garage network. This will increase the percentage of female employees receiving a bonus and should in turn reduce the negative pay gap for the mean and median averages.

A handwritten signature in black ink, appearing to read "Victoria Knight", with a horizontal line underneath.

Victoria Knight  
**HR Director**