

Gender Pay Gap Report 2022

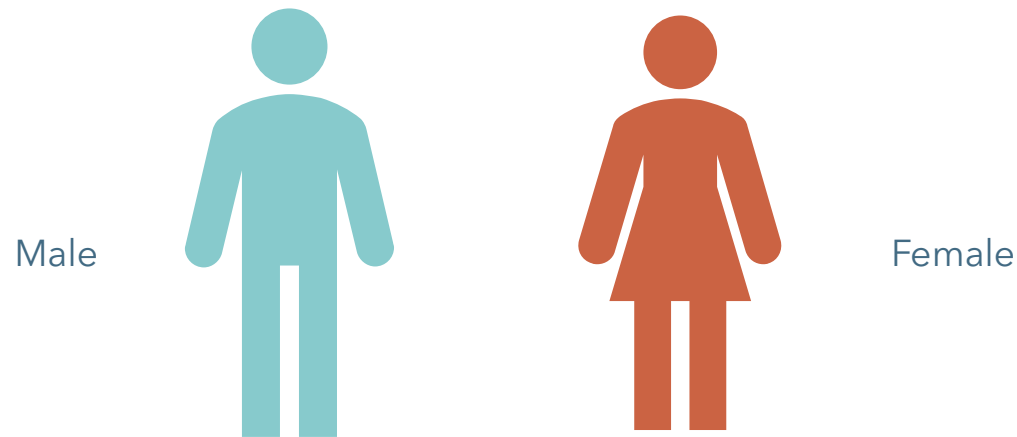


About this Report



Rivus 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 2022.



Summary Data

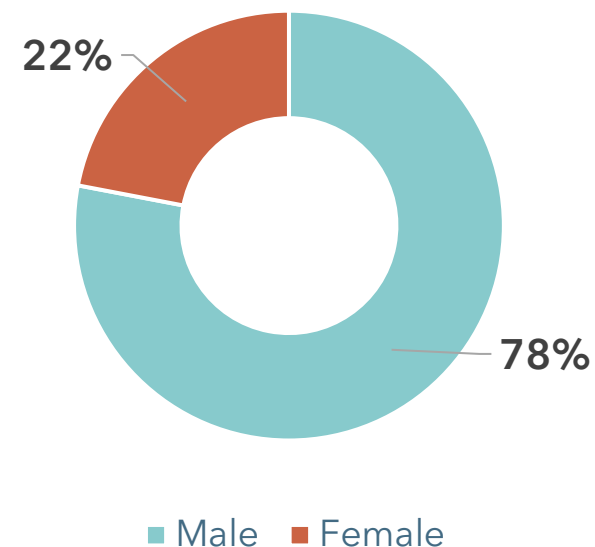


This summary is based on data for 850 employees who received pay/bonus during the relevant reporting period for gender pay gap reporting.

Around 70% of these colleagues work on the front line in our garage network whilst the remaining 30% 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 2% when comparing to last years data and 6% when comparing to the year before.

Overall Headcount 2022



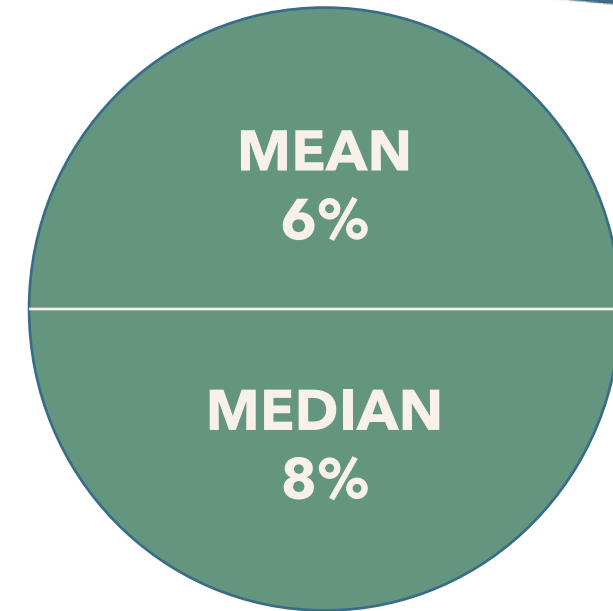
Gender Pay Gap



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. As of April 2022, the mean gap was 6% and the median gap was 8%. This means on average men earn £1.24 more than women per hour when looking at our workforce as a whole, and £1.63 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 14.9% in 2022.



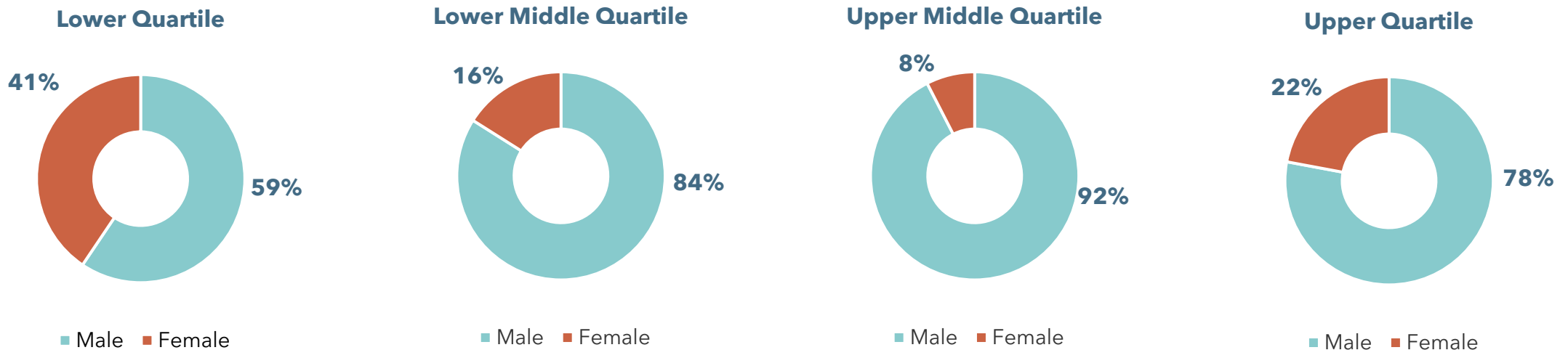
Understanding Gender Pay

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 22% (an increase from 21% last year and 18% the year before). 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 41% compared to the 22% 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 8% (down from 9% last year and 10% the year before).



Bonus Data

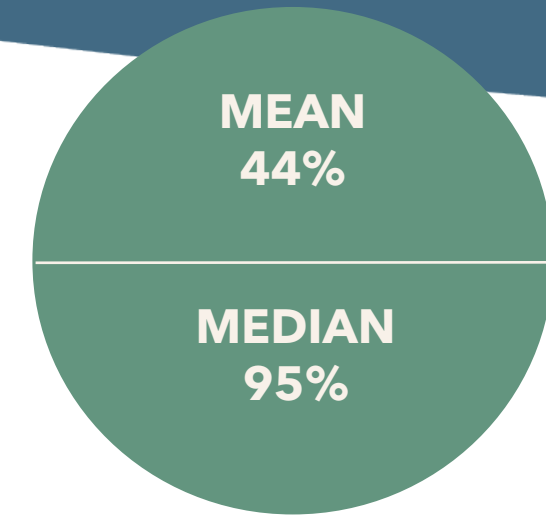


There is a gap for both the mean and the median bonus gap, with both averages highlighting that males on average are earning more than females in relation to bonus payments. The mean gender bonus gap is 44%, whilst the median bonus gap is 95%. This is complete reversal from last year where both had a significant negative pay gap meaning women on average were earning more than men for bonus.

This is a result of new 'Reward & Recognition Scheme' (R&R) that we introduced in April 2021. Last year there were a small number of more significant bonuses paid to women in mid-level and senior management positions.

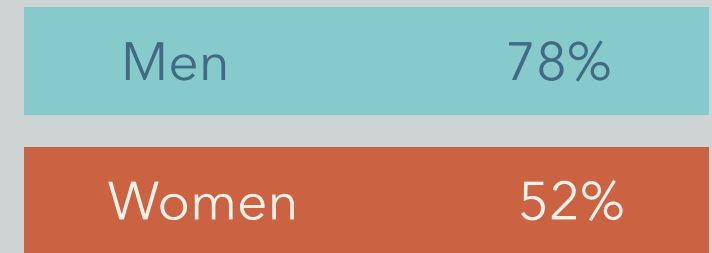
Most of the payments in the bonus data come from our 'Garage Incentive Scheme'. This is a performance related bonus payment available to our front-line garage employees. Most of these employees are male and there were only a few Garage Incentive payments made to females. The result was only 9% of women receiving a bonus last year but on average at a much higher rate creating significant negative gaps.

This year 52% of women received a bonus, an increase of 43%. Conversely, 78% of men received a bonus, an increase of only 12%. There are still more men receiving a bonus as the Garage Incentive Scheme is still running and is still male dominated. The R & R scheme is however open to all business areas, including more female dominated departments and consists of much smaller awards, generally between £10 and £100 to say well done for good work. A lot of female employees have received these smaller awards which has seen the bonus gap reversed as the smaller awards given to more women pull the average bonus pay down for female colleagues. Whilst there were significant management bonuses this year, the percentage given to our male and female managers was the same and almost all managers received a bonus.



2022

Percentage of men and women who received a bonus



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 the introduction of the R & R scheme and increasing the number of women receiving a bonus from 9% last year to 52% this year as a positive. The scheme has awarded a lot of colleagues in our lowest pay quartile and although these awards are smaller compared to management bonuses, we feel that this is important to say thank you and well done for great work at all levels of the business. As the lowest pay quartile has a high percentage of female workers this has reversed a significant negative gap from last year.

Whilst very positively female representation in our upper pay quartile has increased year on year, female representation in our lower quartile has also increased. High female representation in our lower paid support roles in our customer operations team is always going to make reducing this percentage challenging, however we have a strong desire to bring more women into Technician roles through our Apprenticeship programme, and drive diversity in what is typically a male dominated industry. And in turn we hope that this will also address some of these metrics.

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

Victoria Knight
Chief Executive Officer (Interim)