

# Gender Pay Gap Report 2023



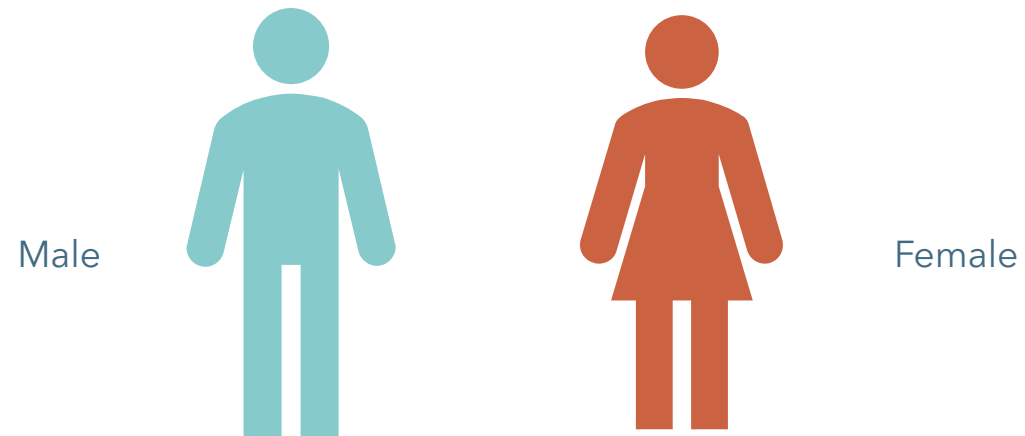
# About this Report



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.

We continue to use our data to identify opportunities where we can improve the balance of representation of male and females in key roles in our business.

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2023.



# Summary Data

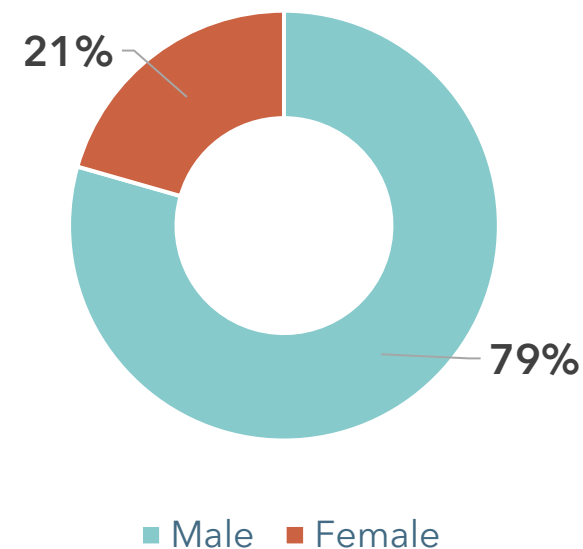


This summary is based on data for 914 employees who received pay/bonus during the relevant reporting period for gender pay gap reporting.

Around 68% of these colleagues work on the front line in our garage network whilst the remaining 32% make up our support centre functions. This is reflected in the proportion of men and women that make up our workforce.

As reported in our previous submissions, men continue to occupy the majority of roles in our garage network, which is reflected across our industry.

**Overall Headcount 2023**



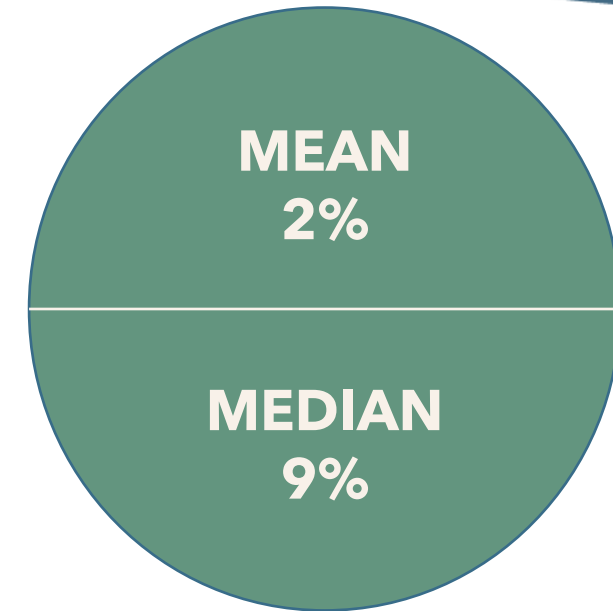
# Gender Pay Gap



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 2023, the mean gap was 2% and the median gap was 9%. This means on average men earn 47 pence more than women per hour when looking at our workforce as a whole, and £1.78 per hour more than women when looking at our midpoint earnings.

It is pleasing to report that our mean gap has reduced from 6% in 2022 to 2% in 2023.

Our results compare very favourably with the national average of 14.3% in 2023.



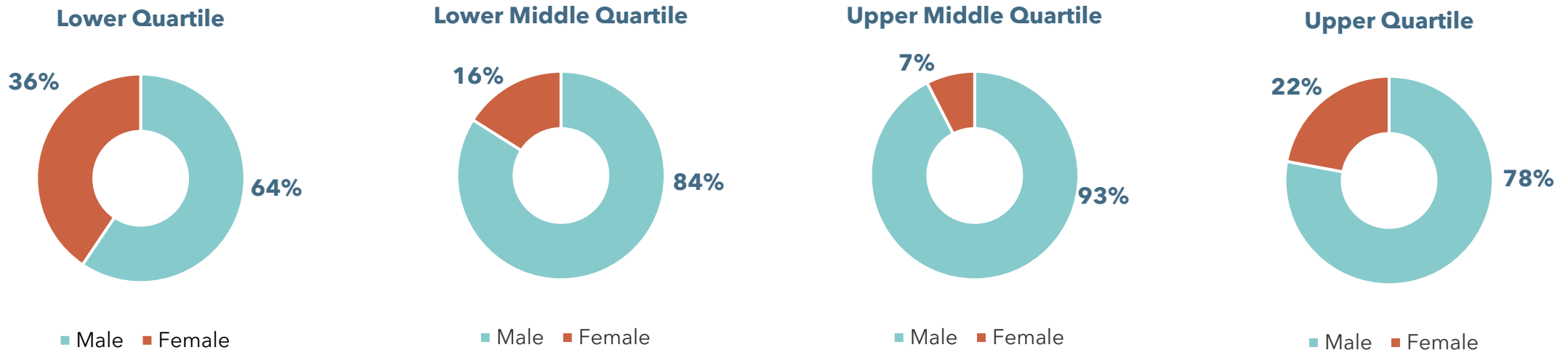
## Understanding Gender Pay

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% (up from 18% two years ago). Our executive team is 30% female including our CEO. Female representation in the lowest quartile has also reduced to 36% from 41% last year so this is a positive and has again helped to reduce the mean gap.



# Bonus Data



The mean gender bonus gap is 19%, whilst the median bonus gap is 98%. The mean has seen a significant reduction from 44% last year and the median has seen a small increase from 95%.

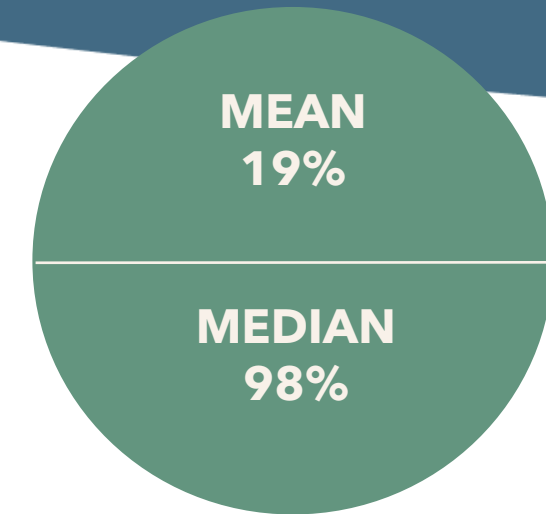
The gap is a result of the different types of bonus schemes that we run. We four main types of bonus schemes; 'Reward & Recognition Scheme' (R&R), Garage Incentive scheme, Management Bonus, Executive Bonus.

The largest number of 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 where we have a very high male representation.

This year 60% of women received a bonus (an increase of 8%) and 82% of men received a bonus, (an increase of 4%). There are still then more men receiving a bonus as the Garage Incentive Scheme is male dominated. The payments for this scheme are also are higher in value than for our R & R scheme.

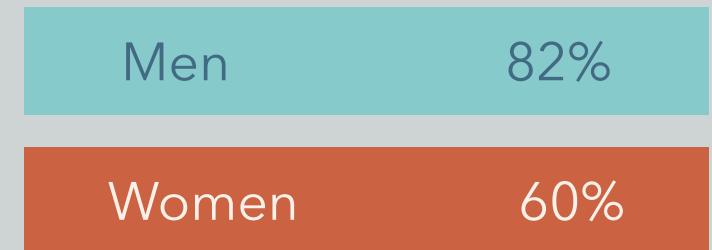
The R & R scheme is open to all business areas, including more female dominated departments and consists of much smaller awards to say well done for good work. A lot of female employees have received these smaller awards and this reduces the average bonus pay down for female colleagues and increases the median gap.

Female representation is strong in our upper quartile and Executive team, some of the more significant management and Executive bonuses were paid to women which has reduced the mean average from last year.



## 2023

Percentage of men and women who received a bonus



# Summary



In summary, we are pleased that our mean pay gap has reduced, and this along with the 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.

Our reward and recognition scheme remains popular and whilst this increases our bonus gap, we consider rewarding colleagues in our lowest pay quartiles as a positive. We believe our overall bonus framework appropriately recognises the performance of teams and individuals, but we will continue to demonstrate a gap as a result of the male-female representation across different roles in our business.

It is pleasing to see female representation in our senior management team remains strong and reduced in our lowest paid roles. Female representation in our lower paid support roles in our customer operations team is always going to make reducing this percentage challenging, we continue to look to bring more women into Technician roles through our Apprenticeship programme, and together with making more appointments of females in senior roles we will improve diversity in what is typically a male dominated industry.

A handwritten signature in black ink, appearing to read "ARoughley".

Andrea Roughley  
**HR Director**