

Recticel Limited

2017 to 2018 gender pay gap data

This report is published by Recticel Limited in order to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hourly rate - As at the snapshot date of 5 April 2017

Women's hourly rate is:	21.7%	15.2%
	LOWER (mean)	LOWER (median)

Pay quartiles - As at the snapshot date of 5 April 2017

Top quartile:	83%	17%
	MEN	WOMEN
Upper middle quartile:	83.2%	16.8%
	MEN	WOMEN
Lower middle quartile:	76.1%	23.9%
	MEN	WOMEN
Lower quartile:	61.9%	38.1%
	MEN	WOMEN

Bonus pay - In the year ending on the snapshot date of 5 April 2017

Women's bonus pay is:	69.1%	0%
	LOWER (mean)	LOWER (median)
Who received bonus pay:	88.2%	90.8%
	OF MEN	OF WOMEN

Commentary

The key trend displayed by the above data is that, on average, men are paid more highly than women. Our assessment is that this is because men currently hold a higher proportion of senior positions than the overall proportion of male workers. Our policy will continue to be to recruit solely based on our assessment of ability to perform the role, regardless of gender.

Statement of accuracy

We confirm that the information presented above is accurate.



Paul Moss, Company Secretary