

# Recticel Limited

## 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 2018

Women's hourly rate is:	18.0%	19.6%
	LOWER (mean)	LOWER (median)

### Pay quartiles - As at the snapshot date of 5 April 2018

Upper quartile:	82.1%	17.9%
	MEN	WOMEN
Upper middle quartile:	79.5%	20.5%
	MEN	WOMEN
Lower middle quartile:	78.6%	21.4%
	MEN	WOMEN
Lower quartile:	55.6%	44.4%
	MEN	WOMEN

### Bonus pay - In the year ending on the snapshot date of 5 April 2018

Women's bonus pay is:	3.4%	195.8%
	LOWER (mean)	HIGHER (median)
Who received bonus pay:	34.0%	9.0%
	OF MEN	OF WOMEN

### Commentary

This data demonstrates that, on average, men continued to be paid more highly than women, although the mean pay gap has reduced, and that men were more likely to receive a bonus than women. Our assessment is that this is because men hold a higher proportion of senior positions than do women, and are also over-represented at locations where weekly-paid employees received a bonus this year. It continues to be our aim to attract employees, and to offer promotion, based on ability to perform the role, regardless of gender.

### Statement of accuracy

We confirm that the information presented above is accurate.



Paul Moss, Company Secretary