

Gender Pay Report 2018

Riverside Truck Rental Limited

Foreword

Riverside Truck Rental Ltd aims to be a diverse and inclusive business and we believe our success depends on our people. We are always actively seeking a diverse workforce across all levels and locations.

We are confident that we have equal pay, however we do have a gender pay gap.

The commercial vehicle sector has traditionally been male dominated and at the calculation date, the companies workforce was 78% male employees and 22% female employees.

The principal reason for this percentage is that the entry point for most of our employees is through a HGV apprentice scheme. Our senior managers were HGV technicians in their earlier careers. There are growing concerns about the skills shortage of HGV technicians in the commercial vehicle sector in general, which makes it increasingly challenging for the business to recruit female HGV apprentice technicians.

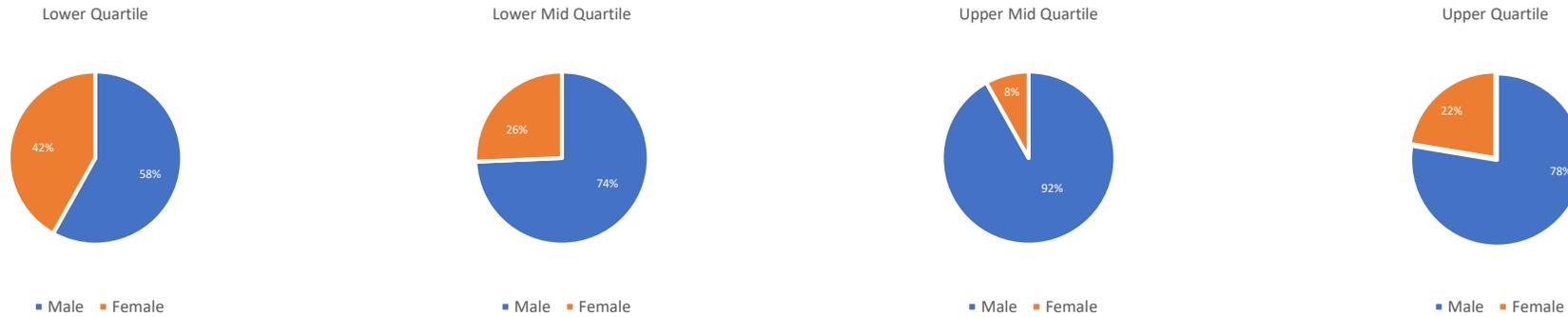
We are constantly working to bring a gender balance, therefore we support and welcome the opportunity to publish and review our Gender Pay Data in line with the government regulations.

Legislative Requirements

From 6 April 2017 employers in Great Britain with more than 250 staff will be required by law to publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Pay quartiles by gender



The data above shows the male to female split of our employees in each pay quartile. It was established by collating our whole workforce in order of hourly pay then dividing them into 4 equally sized quartile groups, following which the proportions of men and women in each of the quartiles were calculated.

Working to close the gap

Effective recruitment is key to having the people with the right skills, expertise and qualifications in the right jobs. Diversity and equality of the opportunity is at the heart of this process.

- We will continue to monitor our processes in line with our recruitment and retention policy.
- We are committed to encouraging and creating diverse leadership teams and creating the right environment and training opportunities so we do get a higher proportion of women in senior roles.
- We will continue to take positive action to encourage and attract female apprentices into our sector.

Statutory Gender Pay Gap Reporting Data

Mean Gender Pay Gap (hourly pay difference between male and female employees)	Median Gender Pay Gap (hourly pay difference between male and female employees)	Proportion of males and females in the upper quartile		Proportion of males and females in the upper mid quartile		Proportion of males and females in the lower mid quartile		Proportion of males and females in the lower quartile		Mean Gender Pay Gap (bonus pay difference between male and female employees)	Median Gender Pay Gap (bonus pay difference between male and female employees)	Proportion of males and females receiving bonus pay	
		Male	Female	Male	Female	Male	Female	Male	Female			Male	Female
22.12%	24.21%	86%	14%	92%	8%	74%	26%	58%	42%	34.05%	0.00%	2.62%	9.09%

Data Notes

Columns one and two represent the difference between male and female mean and median hourly pay rates. These figures were calculated as at 05 April 2018.

The figures in columns three to six inclusive explain the gender distribution across four equally sized pay quartiles.

Columns seven and eight demonstrate the difference between the mean and median gender bonus pay received in the 12 months to April 2018.

The final column shows the proportion of men and women who received a bonus in the reporting year.

Signed for and on behalf of Riverside Truck Rental Ltd

Martin Ashcroft

Chief Financial Officer