



GENDER PAY GAP REPORT 2018

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to publish data about our gender pay gap.

At Rushlift we are committed to building a diverse and equal opportunities focused environment. Our aim is to attract and retain the best people regardless of their gender, race, sexuality or background.

2018 RESULTS

Mean Gender Pay Gap

The mean pay gap is the difference in the mean hourly pay rate for all full-paid males and all full-paid females during the pay period including the snapshot date of 5th April 2018.

26.4%



Median Gender Pay Gap

The median pay gap is the difference in the hourly rate between the pay of the middle full-paid female and the pay of the middle full-paid male during the pay period including the snapshot date of 5th April 2018.

24.1%

Pay Quartiles

All hourly pay rates of full-paid employees based on the pay period including 5th April 2018 have been split into quartiles from lowest to highest and this illustrates the proportion of males to females for each quartile:

	Lower Quartile Male - 60% Female - 40%	Lower Middle Male - 92.3% Female - 7.7%	Upper Middle Male - 96.9% Female - 3.1%	Upper Quartile Male - 93.8% Female - 6.3%	
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Bonus Pay Gap

Mean Bonus Pay Gap

The mean bonus pay gap is the difference in the mean bonus payment for all males and females from 2017 - 2018.

28.5%

Median Bonus Pay Gap

The median bonus pay gap is the difference in the middle bonus payment for all males and females from 2017 -2018.

21%

Percentage of females who received bonus - **82%**

Percentage of males who received bonus - **95%**

Our Gender Pay Gap

There are some significant elements that drive our gender pay gap, these include

- The bonus figures are inclusive of sales commission, an area of the business which is predominantly male.
- We operate in the materials handling industry which is very much male dominated with little evidence of females desire to enter.



Our Future Plans

As an organisation we are fully committed to driving a diverse workforce, with both equality in pay and benefits, below are listed a number of actions which we have already taken and are continuing to develop in order to reduce the gap

- We have recently recruited and promoted more females into supervisory, management and sales roles.
- As part of our recruitment process we will aim to attract more females into sales and management roles through female and family friendly advertising.
- In succession planning, we will pay particular attention to the potential effect on our diversity, equality and subsequent pay gap.
- We will continue to focus on our gender pay gap and include this focus in our strategies across the business.
- We are conducting regular salary benchmarking activities which are aligned to gender neutral competency and functional based job descriptions.

As CEO, I confirm our commitment to reducing a Gender Pay Gap and I confirm that the data in the report is true and accurate.

A handwritten signature in black ink, appearing to read "D. Clarkson", written over a light grey rectangular background.

David Clarkson, CEO