

**Richard Irvin FM Ltd. – Gender Pay Gap Report – April 2020**

Richard Irvin FM Ltd. (“RIFM”) are required by law to publish an annual gender pay gap report and this report is for the snapshot date of 5 April 2020. This is our second year of reporting as a new Company.

**Gender Pay Gap:**

- The mean gender pay gap for RIFM is **28.1%**
- The median gender pay gap for RIFM is **27.6%**.

**Bonus Pay:**

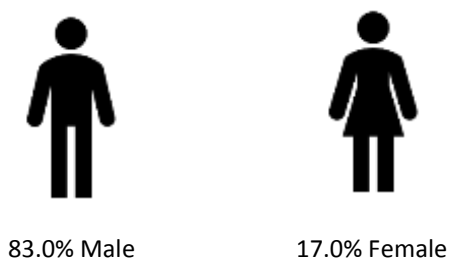
- The mean gender bonus gap for RIFM is 46.4%
- The median gender pay gap for RIFM is 50.0%

The proportion of male employees in RIFM receiving a bonus is 10.7% and the proportion of female employees receiving a bonus is 10.2%. We do not have an Employee-Wide Bonus Scheme in place and these proportions reflect Client and Long Service bonuses.

**Pay quartiles by gender:**



**Our Workforce:**



At the snapshot date of 5 April 2020, we had a workforce of 293 employees. Of these, 49 were female and 244 were male. This gender imbalance is most obvious amongst our engineers, trades and management.

RIFM ensures that all opportunities are open equally to both male and female candidates, therefore the gender pay gaps are as a result of a significantly higher male population of candidates from applications received. Our data reflects that we employ a higher proportion of males to females in our business and we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

However, in comparison to last year, we are pleased to have significantly addressed the Mean Gender Bonus Pay Gap (down from 88.3% in 2019) and our Median Gender Pay Gap has decreased also (down from 34.5% in 2019). There is a slight increase in the Mean Gender Pay Gap (up from 26% in 2019) however, this can be contributed to Engineer rates being adjusted in line with the industry standards.

**Steps to address the Gender Pay Gap:**

Within our industry, there is an overall problem with low participation of women and under representation in senior roles as our industry traditionally attracts male applicants and this is reflected across the industry. Improvement will involve longer term change from companies and industry bodies.

At RIFM, we are committed to ensuring our policies and practices reflect our commitment to equality and will continue to review and monitor these. We will also look to attempting to address the gender balance by encouraging more applications from female candidates. As well as helping to improve our gender pay gap, this would be desirable from a business point of view, offering a more balanced approach and diverse workforce. Going forward we will also work proactively with colleges to bring in female apprentices or trainees, as well as encourage career progression internally.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, **Mark Buchan**, confirm that the information in this statement is accurate.



Signed

Date 12.05.2021