



Gender Pay Gap Reporting

March 2019

RGIS

Gender Pay Gap Reporting Statement

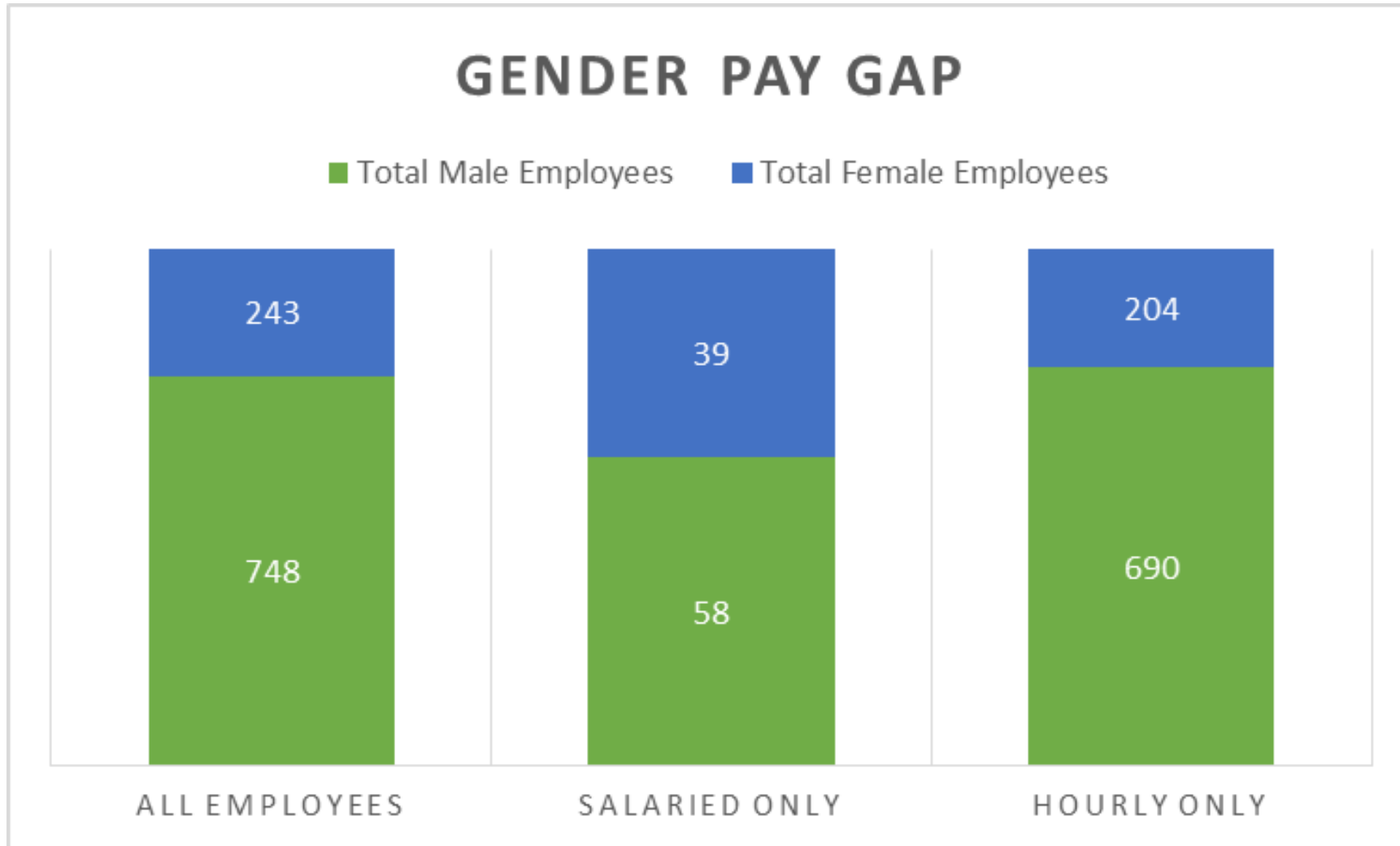


RGIS Inventory Specialists Limited employs over 34,000 employees in more than 200 offices in 40+ countries around the world. It is headquartered in Auburn Hill, Michigan in the US and has over 1,000 employees in the UK.

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap or workers in scope as of 31st March 2017. Gender pay gap reporting should not be confused with Equal Pay. Equal Pay deals with the pay that male and female workers receive for doing the same job, or work of equal value.

At RGIS, we pay our Team Members according to the role they undertake not their gender. For example, both men and women who conduct our stocktakes are paid the same hourly rate for doing the same role.

Gender Pay Gap



Our Gender Pay Gap Explained



We know that our gender pay gap is not an equal pay issue but rather a lack of representation in specific roles such as stock-takers and team leaders. Like many organisations, RGIS has more men than women. In fact, 75.5% of the workforce are male versus 24.5% female. Research tells us that women are more than likely to take on the responsibility of caring for dependents than men coupled with the fact that the type of work our staff undertake can be manual and conducted during unsociable hours.

We believe in job opportunities for everyone irrelevant of gender and seek to have an inclusive and diverse workforce in all areas of our business.

