

Our Gender Pay Gap Data

	Rigid Containers Ltd
Mean Pay Gap	-3.70%
Median Pay Gap	-3.98%

In favour of women

Workings to get to this result.

Relevant Full pay Men = 513 Men

Hourly rates total = £6655.74

Hourly rate result = £12.97

Relevant Full pay Women = 78 Women

Hourly rates total = £1049.29

Hourly rate result = £13.45

 Men

 Women

Mean Hourly Rate

$$\frac{12.97 - 13.45}{12.97} \times 100 = -3.70\%$$

Median Hourly Rate

$$\frac{11.30 - 11.75}{11.30} \times 100 = -3.98\%$$

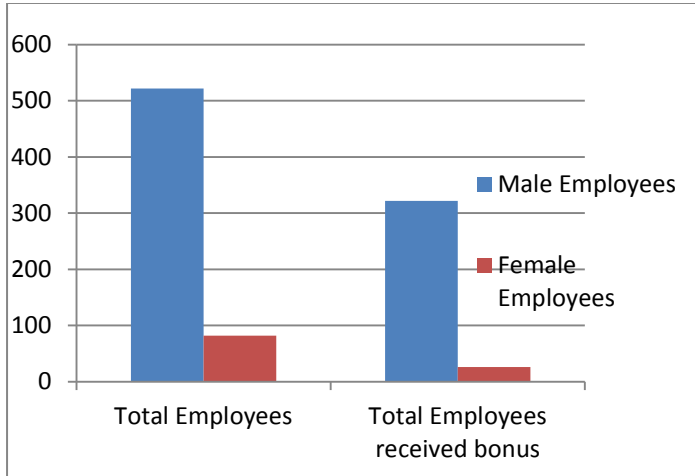
The Median for Men = £11.30

The Median for Women = £11.75

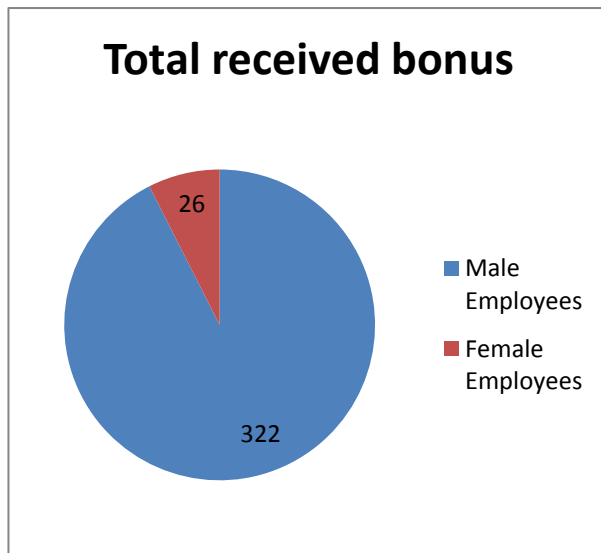
Our production team is predominately a male environment with very few female workers in our production departments across all our UK Sites. The production environment is fast paced and physical so, we do not get many female applicants.

DIFFERENCE IN BONUS PAYOUT

Out of 522 men, 322 men received a bonus from the 6 April 2017 – 5 April 2018. Out of 82 women, 26 women received a bonus from the 6 April 2018 – 5 April 2018.



Proportion of Male/Female who received Bonus



[Calculations for the proportion of bonus paid:](#)

$$\frac{322}{522} \times 100$$

61.69% Male workers

$$\frac{26}{82} \times 100$$

31.70% Female workers

Mean Bonus

$$\frac{1238 - 894}{1,238} \times 100 = 27.79\%$$

Median Bonus

$$\frac{538.50 - 500}{538.50} \times 100 = 15.51\%$$

Workings to get to this result

Total bonus paid out to men = £376638.20

Total men who received bonus = 322

Bonus rate = £1169.68

Total Bonus paid out to women = £22764.88

Total women who received bonus = 26

Bonus rate = 875.57

Quartiles

Each Quartile contained 148 staff. The amounts of male and female workers were then stated in each quartile:

Lower Quartile: 13 Women
 135 Men

Lower Mid Quartile: 19 Women
 129 Men

Upper Mid Quartile: 23 Women
 125 Men

Upper Quartile: 23 Women
 125 Men

A small proportion of Female workers fall into the Lower Quartile which also helps to explain the reason why our Gender Pay Gap is currently in favour of Females.

