

Our Gender Pay Gap Data

	Rigid Containers Ltd
Mean Pay Gap	-2.2%
Median Pay Gap	-9.8%

In favour of women

Workings to get to this result.

Relevant Full pay Men = 469 Men

Hourly rates total = £5919.79

Hourly rate result = £12.62

Relevant Full pay Women = 67 Women

Hourly rates total = £864.12

Hourly rate result = £12.90 pay rate

 Men

 Women

Mean Hourly Rate

$$\frac{12.62 - 12.90}{12.62} \times 100 = -2.22\%$$

Median Hourly Rate

$$\frac{10.36 - 11.38}{10.36} \times 100 = -9.84\%$$

The Median for Men = £10.36

The Median for Women = £11.38

Our production team is predominately a male environment. There are no female workers in production at both Selby and Wellington. The production environment is fast paced and physical so, we do not get many female applicants. However, at our Desborough plant we have 15 female production workers, 2 are cleaners and 4 are Supervisors.

DIFFERENCE IN BONUS PAYOUT

Out of 485 men, 364 men received a bonus from the 6 April 2016 – 5 April 2017. Out of 71 women, 52 women received a bonus from the 6 April – 5 April 2017.



Proportion of Male/Female who received Bonus

$$\frac{364}{485} \times 100$$

75.05%

Male workers

$$\frac{52}{71} \times 100$$

73.24%

Female workers

Proportion of Bonus paid...



Mean Bonus

$$\frac{1238 - 894}{1,238}$$

1,238

x 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 = £450852

Total men who received bonus = 364

Bonus rate = £1238.00

Total Bonus paid out to women = £46530

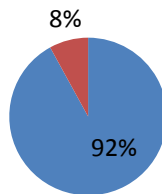
Total women who received bonus = 52

Bonus rate = £894

Quartiles

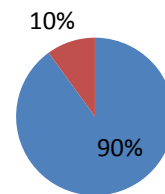
Lower Quartile

■ Men ■ Women



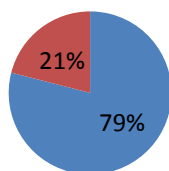
Lower Mid Quartile

■ Men ■ Women



Upper Mid Quartile

■ Men ■ Women



Upper Quartile

■ Men ■ Women

