



Gender Pay Gap Report 2022

RBLI's gender pay gap has reduced year on year, with our 2022 mean gender pay gap being -11.29%, down from -0.15% the previous year, meaning that, on average, our female colleagues earn over 10% more than our male colleagues. The national average gender pay gap for 2022 is 14.9% .

At RBLI, women make up 57% of the workforce, and 56% of all managerial positions are held by women. We are proud of the strong female representation within our Executive Team, with the appointment of our first female Chief Executive in March 2022, and 67% of the senior leadership team being women.

RBLI's gender pay percentile profile is largely unchanged from the previous year in the middle and lower quarters, whilst there has been a slight increase in the percentage of women in the upper quartile, as a result of more women being appointed into senior management roles.

The wellbeing of staff is very important to RBLI, and in 2022 we increased our minimum hourly rate to the real living wage, which improved the basic rate of pay for both male and female employees in our care and manufacturing divisions.

Fewer bonuses were awarded across RBLI from April 2021 to April 2022 compared to the previous year when a one-off Covid bonus was paid to our healthcare workers, the majority of whom were women. The percentage of women receiving bonuses remained higher than for men and the bonus payments were largely attributable to the introductory bonus paid in our health care division to assist recruitment. The majority of men who received a bonus were in our income generating departments (sales, tenders, fundraising) where bonuses were attributed to income targets.

RBLI is committed to providing equal opportunities for all of our employees and to encourage them to achieve their full potential, regardless of gender. We understand the benefits that having a diverse and engaged workforce brings to RBLI, and one of our strategic priorities is to make RBLI an Employer of Choice.

Lisa Farmer
Chief Executive

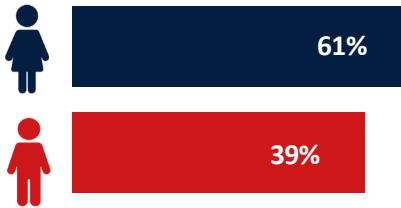
Helen Bidgway
Director of People and Culture

13th March 2023

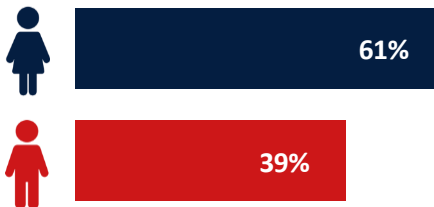
PAY QUARTILES

The image below shows gender distribution when RBLI employees are evenly split into 4 quartiles.

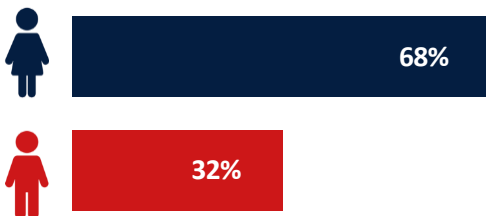
Upper



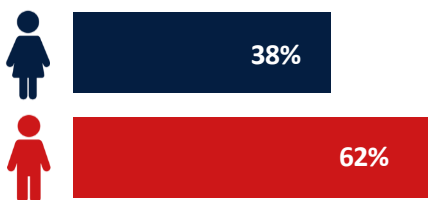
Upper Middle



Lower Middle

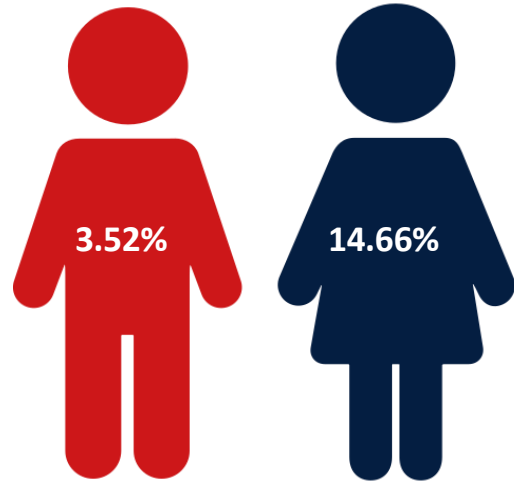


Lower



BONUS PAY

Proportion of employees receiving a bonus



MEAN / MEDIAN

Difference between gross hourly earnings for all men and all women.

MEAN	MEDIAN
-11.29%	-9.05%

Difference between bonuses paid to men and women.

MEAN	MEDIAN
29.68%	0%

RBLI confirms that the data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.