



Gender Pay Gap Report 2023

RBLI's mean gender pay gap for 2023 was 0.39% with a median of 0.26%, indicating that our gender pay gap is minimal and, on average, male and female colleagues' salaries are comparable and significantly below the national average gender pay gap for 2023, which was 7.7%.

At RBLI, women make up 60% of the workforce, and 64% of all managerial positions are held by women. We are proud of the strong female representation within our Senior Leadership Team with the appointment of our first female Chief Executive in March 2022 and 80% of the senior leadership team being women.

RBLI's gender pay percentile profile is largely unchanged from the previous year in the upper quarters, whilst there has been an increase in the percentage of men in the lower middle quartile and an increase in the percentage of women in the lower quartile.

The wellbeing of staff is very important to RBLI, and in 2023 we were again able to pay the real living wage as our minimum hourly rate, which improved the basic rate of pay for both male and female employees in our care and manufacturing divisions.

The percentage of women receiving bonuses remained higher than for men, with the bonus payments for women being largely attributable to the introductory bonus paid in our health care division to assist recruitment. The majority of men who received a bonus payment were in our income generating departments (sales and fundraising) where bonuses were related to income targets, and therefore tended to be higher than the introductory bonus paid to care staff.

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 have recently introduced Equality and Diversity training for all staff as 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.

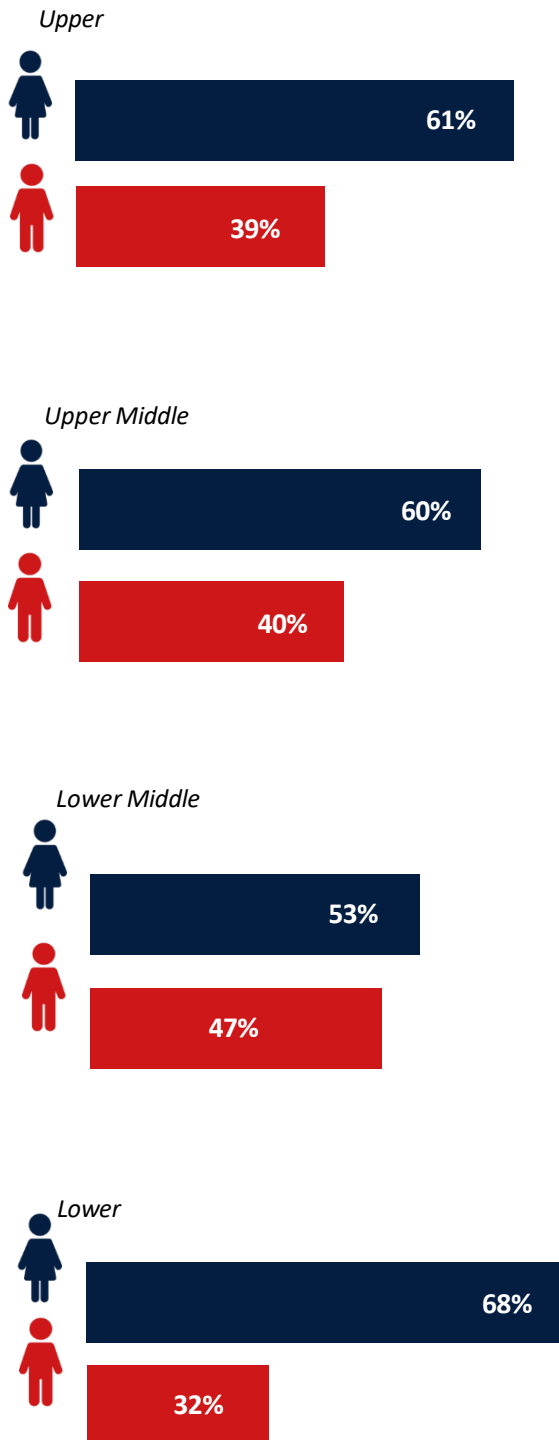
Lisa Farmer
Chief Executive

Helen Bidgway
Director of People and Culture

11th March 2024

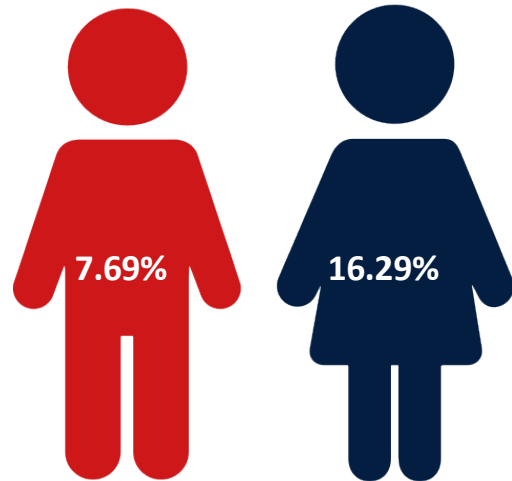
PAY QUARTILES

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



BONUS PAY

Proportion of employees receiving a bonus



MEAN / MEDIAN

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

MEAN	MEDIAN
0.39%	0.26%

Difference between bonuses paid to men and women.

MEAN	MEDIAN
36.05%	0%