

# Gender Pay Gap Report

This report is based on a snapshot of data from April 2020

Rhodar Ltd, part of the Lexia Solutions Group, is a leading national provider of asbestos removal, demolition, land remediation and redevelopment enabling services, with a proven track record for delivering high-end projects, exceptional service and uncompromising quality since 1976.

As a rapidly developing company our expertise recently expanded to encompass fire protection services.

## Gender Pay Gap Reporting

From 2017, the UK Government has mandated that any organisation with 250 or more employees must publish its gender pay gap annually. Rhodar's latest gender pay gap figures are shown below:

Total number of employees at snapshot date = **190\***



**92%** of workforce is male



**8%** of workforce is female

Mean gender pay gap = **27.7%**

Median gender pay gap = **28%**



**71.4%** of men receive a bonus



**6.7%** women receive a bonus

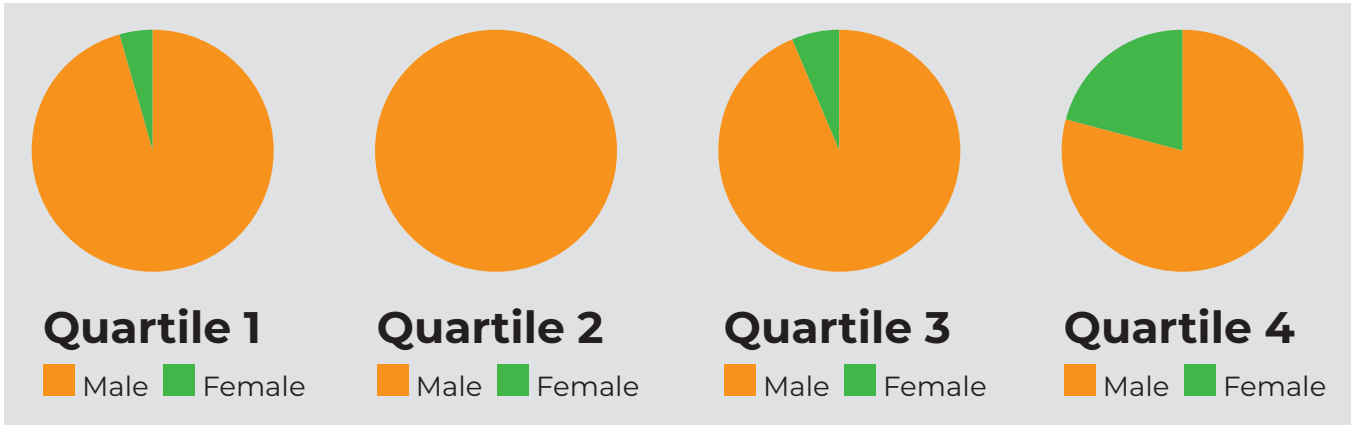
Mean bonus gender pay gap = **79.2%**

Median bonus gender pay gap = **16.7%**

\*Our actual headcount on this date was 363, however we had 173 employees on furlough.

# Proportion of males/females in each pay quartile:

Gender	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Quartile 1	Proportion Q1	Quartile 2	Proportion Q2	Quartile 3	Proportion Q3	Quartile 4	Proportion Q4
Employees	<b>48</b>		<b>46</b>		<b>48</b>		<b>48</b>	
<b>Male</b>	<b>46</b>	<b>95.8%</b>	<b>46</b>	<b>100%</b>	<b>45</b>	<b>93.8%</b>	<b>38</b>	<b>79.2%</b>
<b>Female</b>	<b>2</b>	<b>4.2%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>6.3%</b>	<b>10</b>	<b>20.8%</b>



## What causes our gender pay gap?

Gender pay gaps are known to be higher in companies where the main roles/occupations mean that women are underrepresented.

Rhodar’s specialisms are Asbestos Removal, Demolition and Land Remediation, which are skilled trades. Our operatives and supervisors are well paid for the work they do to take into consideration the level of skill involved and the fact that they work with a hazardous substance and in potentially dangerous situations, so Health & Safety

is key. They receive additional pay to compensate them for the unsociable hours they work, including various shift patterns, weekends, nights and working away from home, plus bonuses for driving company vans. The role is very heavily manual and has historically been very male dominated so it tends to attract men.

Below is a breakdown of the different roles within the business. 70% of the workforce are site based employees who are all male.

	Staff	%	Men	Women	Men	Women
Site operatives/ Supervisors	<b>254</b>	<b>70%</b>	<b>254</b>	<b>0</b>	<b>100%</b>	<b>0%</b>
Office/ support staff	<b>49</b>	<b>13.5%</b>	<b>15</b>	<b>34</b>	<b>31%</b>	<b>69%</b>
Manager/ Director	<b>60</b>	<b>16.5%</b>	<b>49</b>	<b>11</b>	<b>81%</b>	<b>19%</b>
Total	<b>363</b>					

A considerable number of our senior positions within Rhodar are occupied by male employees as these are employees that have progressed from working on site to becoming Operational Managers. That said, we are keen to consider all of our employees for development opportunities. We have been very successful in developing some of our office staff into operational management positions and will continue to do this where opportunities arise.

The majority of our female workers are employed in a support role within our regional offices. These are also the sorts

of roles where we can much more easily support flexible working. Support functions such as HR, Accounts, Procurement, IT, Marketing, etc are provided by the holding company; the Lexia Solutions Group.

The Office for National Statistics state that occupation is the factor that has the largest impact on the gender pay gap. Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within the organisation and the salaries that these roles command.

## Our approach to addressing our gender pay gap

- Attracting the best people: We are committed to selecting the best person for the role, regardless of gender.
- Developing our people: We aim to have the best trained and most motivated people in our industry and we ensure that progression opportunities are based on merit. We are committed to offering equal access to opportunities for both men and women to ensure that all employees are supported to reach their full potential.
- Engaging & retaining our people: We continually work on feedback from our employees in order to make improvements where necessary. These include enhancing company benefits and looking at ways we can further support our employees' work life balance.

- We are keen to support women returning from maternity leave and offer flexible working where possible.

Female representation is a considerably greater challenge in our industry, however we continue to take steps to support women wherever possible. We are committed to diversity and equality in areas which we can control as a business. We will continue to work to address the gaps, ensuring policies, practices and processes are fair and free from gender bias.