



GENDER PAY GAP REPORTING

RGIS UK

GENDER PAY GAP REPORTING STATEMENT

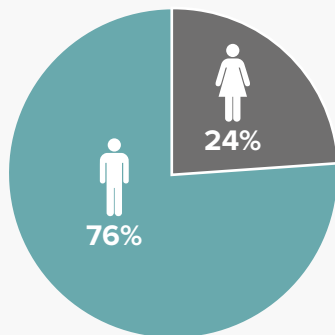
RGIS employs over 22,000 employees in more than 200 offices in 53 countries around the world. RGIS UK is headquartered in Birmingham, West Midlands and has over 1,600 employees.

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap or workers in scope as of 31st March 2023. Gender pay gap reporting should not be confused with

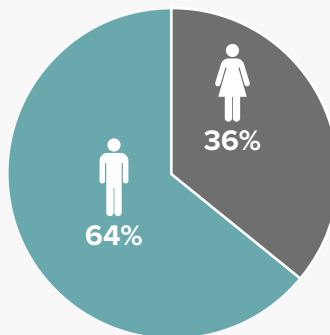
Equal Pay. Equal Pay deals with the pay that male and female workers receive for doing the same job, or work of equal value.

At RGIS, we pay our Team Members according to the role they undertake not their gender. For example, both men and women who conduct our stocktakes are paid the same hourly rate for doing the same role.

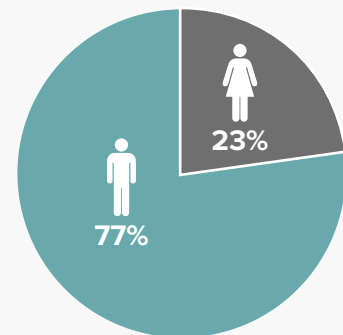
GENDER PAY GAP 2024



ALL EMPLOYEES



SALARIED ONLY



HOURLY ONLY

OUR GENDER PAY GAP EXPLAINED

Our gender pay gap is not an issue of equal pay but is instead due to the lack of representation in specific roles such as stocktakers and drivers. Like many organisations, RGIS UK has a higher proportion of men than women, with 75.6% of our workforce being male and 24.4% female. Research indicates that women are more likely to take on care giving responsibilities, and the

nature of our work, which can be manual and conducted during unsociable hours, may also contribute to this disparity.

We are committed to providing job opportunities for everyone, regardless of gender, and strive to maintain an inclusive and diverse workforce across all areas of our business.