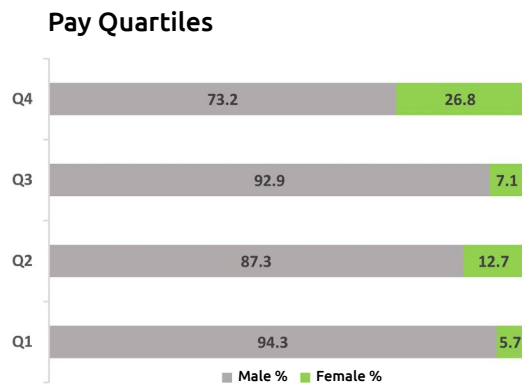


Royal IHC Limited is committed to ensuring our workplace rewards all employee's fairly for their contribution no matter what background, race or ethnicity, with men and women paid equally for equivalent roles within our business. Our aim is to provide an inclusive workplace and opportunities for all colleagues to develop to their full potential.

The pay gap statistics shown below measure the difference between the average hourly pay for all men and women in Royal IHC Limited. This calculation does not compare the gender gap for the same or similar work.

The chart below illustrates the gender distribution at Royal IHC Limited across four equally sized quartiles of the workforce. Q1= Upper, Q2= Upper middle, Q3= Lower middle and Q4= Lower. The highest proportion of women (26.8%) are in the lower quartile, primarily administrative roles. This compares to the lowest proportion of Women (5.7%) are in the upper quartile, primarily Engineering roles.



The table below shows the overall Royal IHC Limited mean and median pay gap based on hourly pay for the 'pay period' 5th April 2020. Also mean and median differences for bonuses. However, there were no bonuses paid in the period.

Pay and Bonus Gap

Difference between man and women		
	Mean	Median
Pay	-23.40%	-27.60%
Bonus	0%	0%

I confirm that the data contained within this report is accurate

Jane Hudson
UK HR Director