

THE ROMO GROUP

GENDER PAY GAP REPORT

At Romo we believe in promoting equal opportunities in our workforce and welcome the opportunity to publish information that shows gender pay gap levels within our business, required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

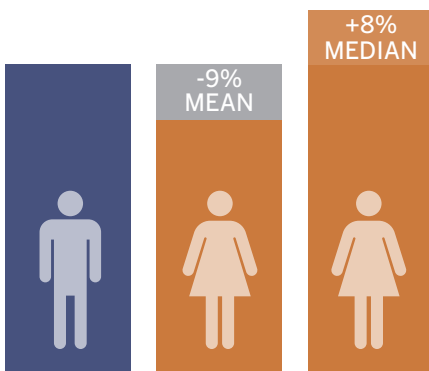
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay

gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary for comparison.

Romo's figures are provided below based on hourly rates of pay as at 5th April 2020 and bonuses (performance awards) paid in the year to April 2020.

PAY DATA

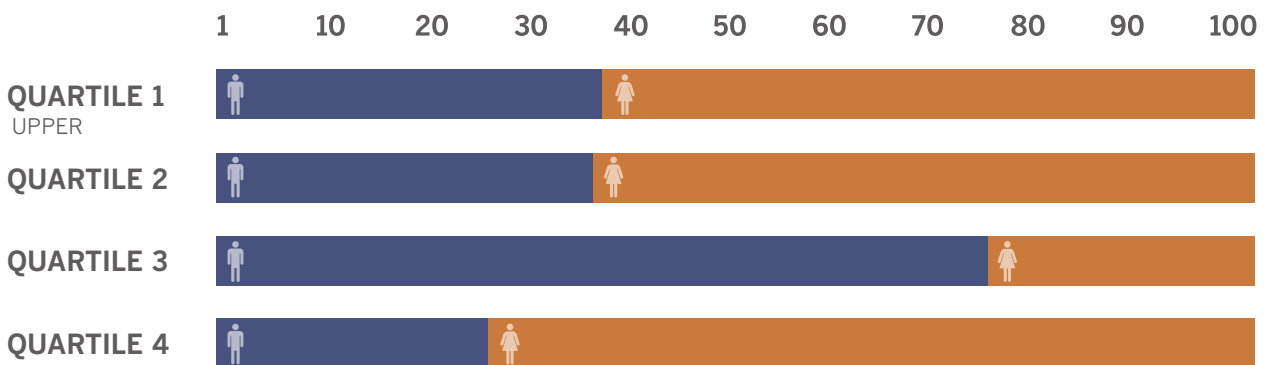


HOURLY RATE OF PAY

Currently at Romo, women's gross hourly earnings are, on average, marginally higher than those of men. This is a result of women holding a higher percentage of senior or managerial roles in the company. The ratio of male to female staff that make up Romo's management team (including company Directors) is currently 46% male to 54% female.

PROPORTION OF MALE AND FEMALE COLLEAGUES IN EACH PAY QUARTILE

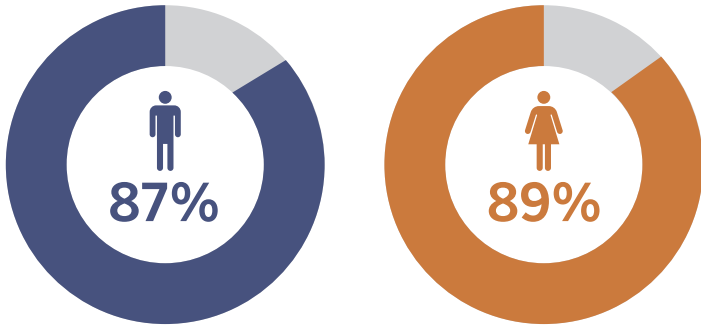
The chart below shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.



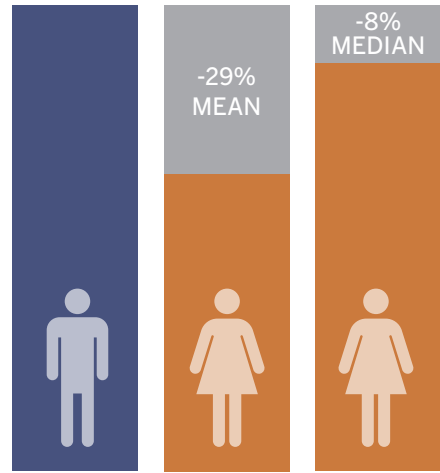
GENDER DISTRIBUTION IN QUANTILES OF EQUAL SIZE BASED ON PAY

BONUS DATA

Colleagues at all levels across the business are awarded an annual performance award depending on length of service.



PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS (PERFORMANCE AWARD) PAYMENT



BONUS RATE OF PAY

Although our current data is encouraging, we remain committed to ensuring equality across the whole of our workforce. We will endeavour to identify any gender pay gaps at job grade level and resolve to take appropriate action to promote and improve gender equality throughout the business.

Neil Sexton
MD of Finance & Operations

We confirm the data reported is accurate, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.