



## Radnor Hills Gender Pay Gap Analysis

Radnor Hills is a fully inclusive employer the rights and pay levels for both male and female employees are fair and equal.

We have a clear structure for remuneration which reflects every title and job description. The remuneration for every title and job description is the same for both male and female employees in the role.

Radnor Hills is a manufacturing (factory based) business which also has a hospitality division. The nature of the job roles in each of our divisions means that some positions attract more male applicants, and other roles attract more female applicants. For instance, in the manufacturing side of the business the number of female members of the forklift driving team is significantly lower than male team members, and in our hospitality division we attract more female applicants for waiting and front of house positions, and these tend to be younger personnel with a lower minimum wage. This is reflected in our gender pay-gap analysis.

However, both male and female applicants for all positions are equally treated and we are delighted to report that we have representation of both male and female members in job roles across the board.

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**Managing Director**  
**Radnor Hills Mineral Water Company Limited**  
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