

# Gender Pay Gap Report 2025

At Riverside, we're committed to supporting and promoting equality, diversity and inclusion.

We care passionately about our people and creating an environment where colleagues can realise their potential regardless of their protected characteristic.

Our ambition is that our diversity reflects the customers and communities we serve. Our ways of working and pay structures ensure colleagues are paid equally for the work they do.

In accordance with UK legislation, employers with over 250 employees are required to publish their gender pay gap annually, based on payroll data as of the snapshot date of 5 April each year. This report must be made publicly available within 12 months of the snapshot date.

We believe that transparency in reporting and ongoing monitoring of pay gaps are critical to identifying the root causes of any disparities and driving meaningful, sustainable change.

## What does our gender pay data tell us?

Our gender pay gap is not because of different rates of pay, but a high proportion of females in our lower quartile roles in Care & Support and a comparative under representation within our upper quartile roles.

GAP	Mean	Median
Pay	10.7%	11.8%
Bonus	-2.4%	0.0%

## The make-up of our workforce

Our female representation has seen a slight decline from 2024 (61.2%) to 59.9% in 2025. We are still however above the female UK population of 51%.



Our mean gender pay gap is 10.7% and shows a median rate of 11.8%.

The mean pay gap has remained consistent at 10.7% from 2024. Given that mean values are influenced by both pay rates and workforce composition, this stability suggests there has been no significant shift in the proportion of lower or higher earning colleagues.

The median gap has increased marginally from its 2024 figure of 10.6% to 11.8% in 2025.

We have seen a drop in representation in all quartiles. However, the only quartile where we are under-represented proportionally is in our upper quartile roles, which is at 50.3%, this has decreased slightly by 0.5 ppt from 2024 (50.8%).

## Pay quartiles

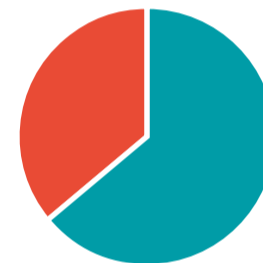
### How are we doing?

We remain committed to reducing our gender pay gap by ensuring balanced representation of colleagues across all pay quartiles.

The gender pay gap reported this year is primarily influenced by the following factors:

- a decline in female representation in the upper quartiles, relative to male counterparts. The number of males in upper quartile roles has remained stable despite a reduction in headcount
- a continued concentration of female employees in lower-paid roles with our Care & Support function
- the overall increase in male representation has contributed to a narrowing of the mean gender pay gap. However, the combination of more male colleagues and a slight decrease in the number of female employees have led to a marginal increase in the median pay gap.

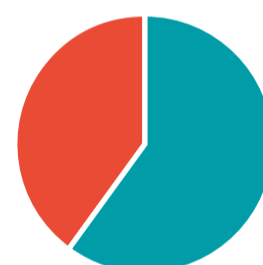
Q1 - Lower quartile  
Female 63.9% Male 36.1%



Q2 - Lower middle quartile  
Female 65.4% Male 34.6%



Q3 - Upper middle quartile  
Female 60% Male 40%



Q4 - Upper quartile  
Female 50.3% Male 49.7%



## How will we continue to make a difference?

At Riverside, our vision is to be an employer of choice - a place where our people thrive, feel valued and are inspired to deliver exceptional experiences to our customers. We believe that when our colleagues are supported and empowered, they in turn deliver greater value to the communities we serve.

We are committed to creating a truly inclusive workplace that reflects the diversity of our communities. Our ambition is to foster an environment where every colleague feels they belong, can develop and reach their full potential - regardless of gender, background or any protected characteristic.

We acknowledge the presence of a gender pay gap and remain resolute in our commitment to address it through meaningful, long-term change.



### We Care

#### Improving colleague experience, attracting and retaining talent

We have a good female representation within our organisation; however we continue to promote careers for all genders.

We have our Family Friendly Buddies scheme to support colleagues due to take family-related leave (maternity, paternity, adoption or shared parental leave), are already on such leave, or have returned to work. We advertise our roles internally to ensure that there is equal access for all job opportunities.

We measure engagement and experience, ensuring that it is positive regardless of gender and we know from this that the experience of both men and women are similar.



### We are Inclusive

#### Increasing inclusivity and providing opportunities for growth and development

Our new People Strategy for 2026-31 continues to have inclusivity and improving our people experience at its heart.

We continue to provide senior sponsorship and celebrate our female role models through our WREN employee network to further support female confidence and progression and promote related initiatives. WREN offers a specific confidence building session supporting women in the workplace, in addition to providing support across Riverside and hearing from speakers, both internal and external.

We will continue to promote fairly any opportunities to develop and progress within our organisation. We are open about the development opportunities we offer and provide a Stepping Up in your career programme, confidence building and professional qualification opportunities. All programmes are well attended, with strong representation from females.



### We are Trusted

#### Our Riverside Deal and improving wellbeing

We continue to explore and understand our gender pay gap results and ensure that areas such as reward and benefits packages, family friendly paid leave, flexible working and recruitment practices enable and do not prevent progression.

We have recently concluded the second phase of our new Riverside Deal, which introduced positive improvements to our Family Friendly policies for our Care & Support colleagues that will benefit our female colleagues in that area. These enhancements include increased paid maternity and adoption leave and much improved paternity leave. We will soon embark on the final phase of our new Riverside Deal that will look at the remaining areas of our business to promote fairness and consistency.

We continue to promote flexible working practices through our Hybrid Policy and launched a wellbeing plan to support our colleagues' mental health, providing opportunities to become a Mental Health First Aider.