



Reeds Rains

• Since 1868 •

# 2021 gender pay gap report

Fairness, equality and inclusion are important to us.

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	19.8%	17.8%
Bonus Paid	47.7%	48.7%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2021). It also captures the mean and median difference between bonuses paid to men and women at Reeds Rains in the year up to 5 April 2021.

## Proportion of colleagues awarded a bonus

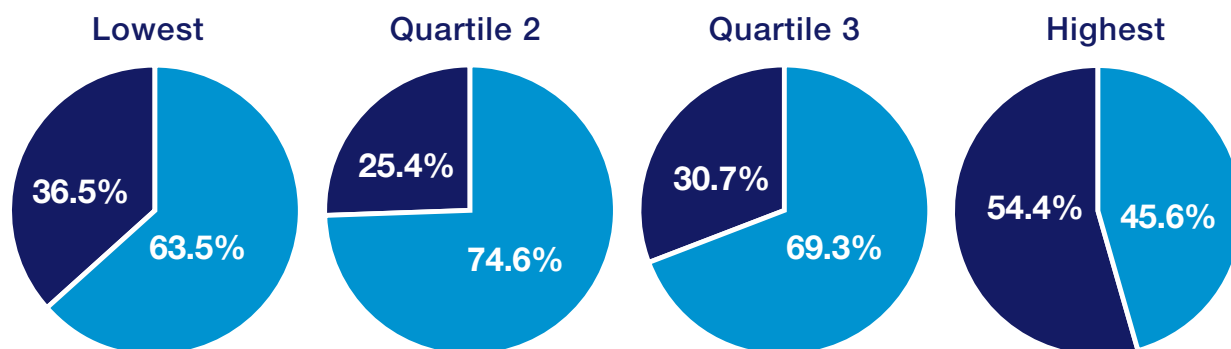


**74.4%**  
**BONUS**



**79.2%**  
**BONUS**

## Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 114 and 115 colleagues.

Reeds Rains continues to support the reporting of gender pay gap figures, as a way of promoting gender equality within the workplace. Reeds Rains has a large number of male and female employees working in a wide variety of roles across its network of high street branches as well as within its head offices and support centres. As at the 5th April 2021, 64% of our workforce were women and 36% were men.

We recognise that a gender pay gap does still exist within the organisation, as detailed in the figures above. The two key reasons for the pay gap continue to be; a lower number of women in senior roles and a lower number of men in more junior roles, rather than a significant difference in rates of pay between males and females that hold the same position.

The majority of our branch-based roles have the opportunity to earn a bonus or commission in addition to basic salary; this is reflected in the high proportion of staff receiving a bonus payment in the last 12 months (79.2% of females and 74.4% of males). However, we do recognise the disparity in the bonus amounts between males and females, which is attributed to the reasons outlined above.

We continue to offer all our employees self-development opportunities with the support of a dedicated Talent Development Team, who offer a range of resources including Strategic Management Development and Leadership Pathway courses. As a result, in the last year alone, more than 21 employees have been promoted, of which 67% were women. In addition, we have continued to build gender diversity into our succession planning processes ensuring equal opportunity for all employees to progress into different roles in the Company.

Reeds Rains is committed to promoting a culture with diversity and inclusion at its core as part of our wider ESG strategy. This has been demonstrated in the creation of our Group\* wide Diversity & Inclusion Forum. This is an employee led forum sponsored by the LSL Board, which alongside other initiatives will focus upon our recruitment practices, training & development, mentoring, flexible working and family friendly policies, to ensure all our employees are encouraged to develop their careers to their full potential within our organisation. Further details of our ESG strategy will be published in our 2021 Annual Report.

**I confirm the data reported is accurate.**

**Oliver Blake**

Managing Director, Reeds Rains  
1st February 2022

\*Reeds Rains is part of the LSL Group

Reeds Rains is a trading name of Reeds Rains Limited whose registered number is 02568254 and registered office is Howard House, 3 St Mary's Court, Blossom Street, York YO24 1AH.