



Reeds Rains

• Since 1868 •

2022 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	23.7%	13.4%
Bonus Paid	49.1%	56.8%

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 2022). 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 2022.

Proportion of colleagues awarded a bonus

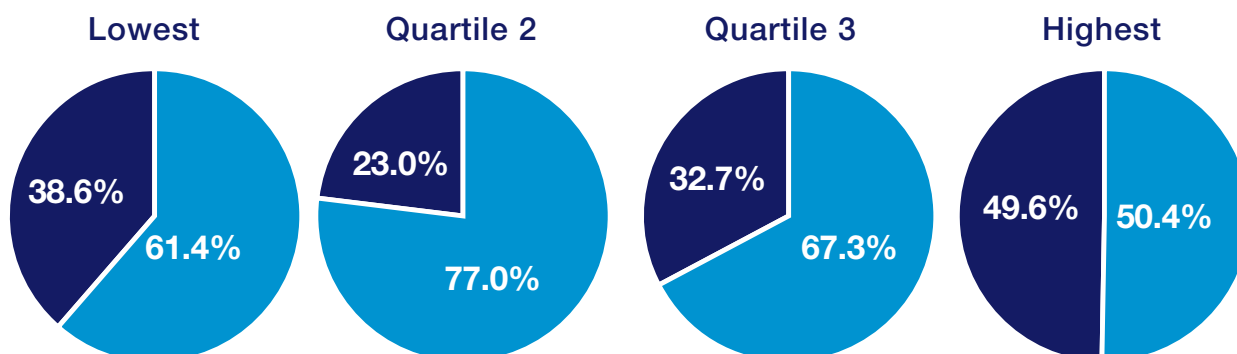


79.1%
BONUS



85.5%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 113 and 114 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 2022, 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. One key reason for the pay gap continues to be; a large proportion of branch staff and middle management, continue to be occupied by women, rather than a 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 (85.5% of females and 79.1% of males). However, we do recognise the disparity in the bonus amounts between males and females, which is attributed to the reasons outlined above.

Reeds Rains is committed to a corporate culture that promotes diversity and inclusion. We are pleased to confirm that in 2021 we established our first Inclusion, Diversity and Equality (ID&E) strategy which is based on three key priorities; creating awareness, continually improving practices and promoting opportunity. To help us achieve the desired outcomes, our Executive Directors have the promotion of diversity included in their individual non-financial performance measures. Further information on these priorities and our progress thus far can be found in our Living Responsibly Report*.

I confirm the data reported is accurate.

Oliver Blake

Managing Director, Reeds Rains
13 March 2023



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*www.lslps.co.uk/living-responsibly. Reeds Rains is part of the LSL Group
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