



Reeds Rains

• Since 1868 •

2017 gender pay gap report

Fairness, equality and inclusion are **important** to us.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	25.7%	29.6%
Bonus Paid	54.9%	45.7%

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 2017). 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 2017.

Proportion of colleagues awarded a bonus

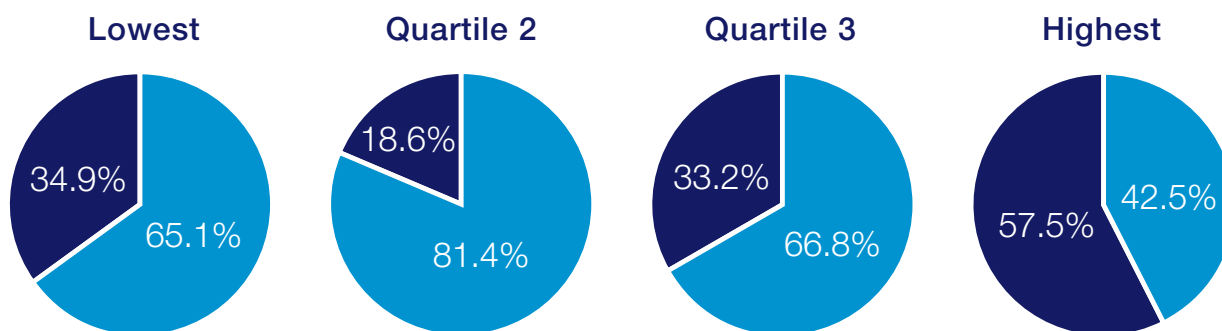


78.0%
BONUS



87.5%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 214 and 215 colleagues.

Reeds Rains welcomes the introduction of the gender pay reporting legislation 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 offices as well as within its head offices and support centres. As at 5th April 2017, 64.7% of our workforce were women and 35.3% were men.

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

The majority of our branch based staff have the opportunity to earn a bonus or commission in addition to their basic salary, this is reflected in the high proportion of staff receiving a bonus payment in the last 12 months (87.5% of females and 78.0% of males). Bonus and commission payments are reflective of an individual's performance and are pro-rated when an individual works part-time. However, the higher proportion of females working part-time (26.9%) compared to males (16.7%) does contribute to a higher gender bonus gap when compared to our gender pay gap, which is based on hourly pay figures and therefore removes this effect.

Whatever role our staff choose to work in, however, all are offered the opportunity to develop their personal skills and encouraged to do so with the support of a dedicated Talent Development Team who offer a range of resources – including online and office based courses. In addition we have a strong succession plan in place in Reeds Rains and there are many opportunities for staff to progress into different roles in the Company. As a result, in the last year alone, more than 65 staff have been promoted.

In terms of the future, whilst at branch level over 50% of our managers are female, we recognise that in more senior managerial positions this proportion is lower. As a result Reeds Rains is committed to exploring ways in which to address this gender imbalance and, in turn, the resulting gender pay gap.

I confirm the data reported is accurate.

Oliver Blake

Managing Director, Reeds Rains
4th April 2018



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