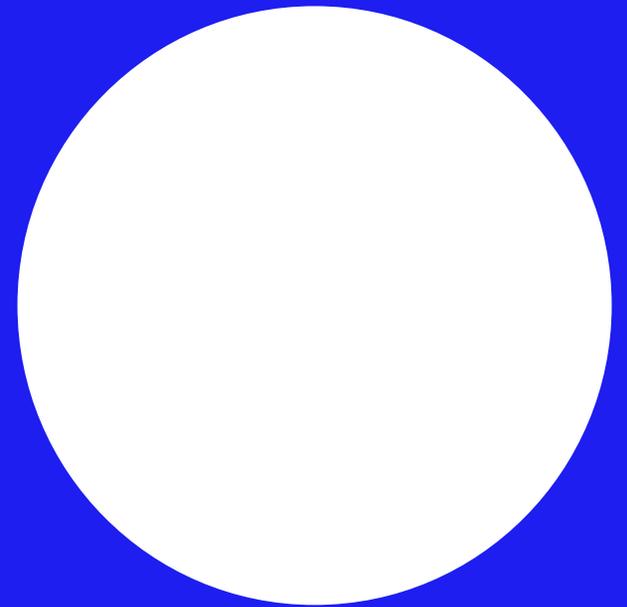
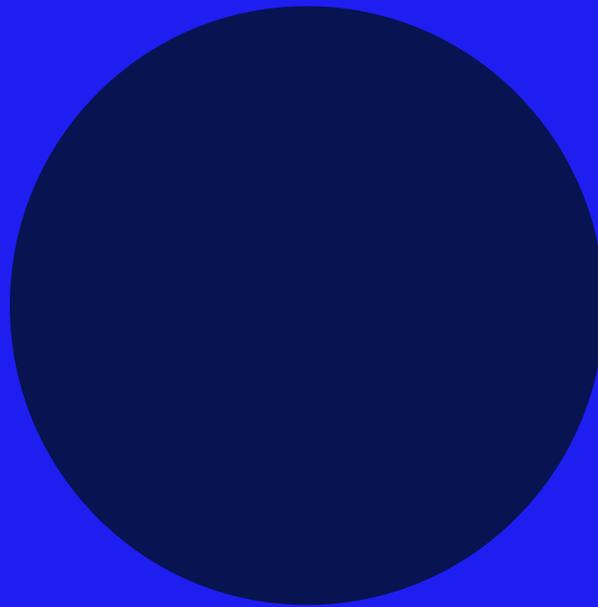
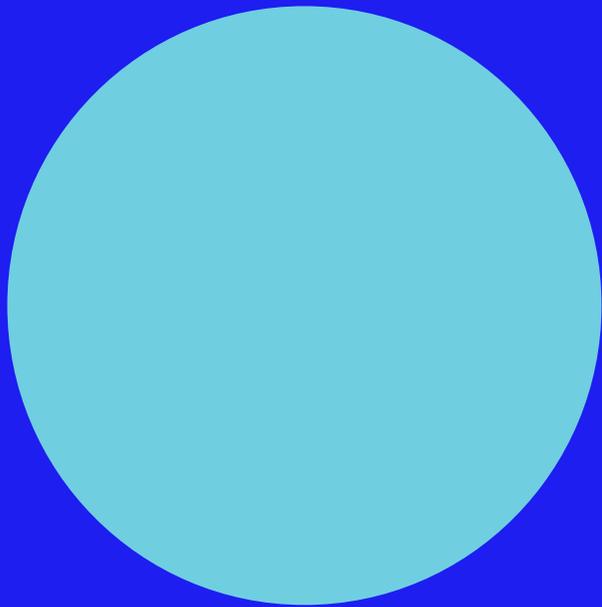


Reed in Partnership

2020 Gender Pay Gap Report



Foreword



Reed in Partnership is part of the world's largest family owned recruitment company, and our values are at the core of everything we do. We are fair open and honest, we take ownership and we work together.

Our purpose is "improving lives through work". Reed in Partnership is committed to building and maintaining a workforce whose diversity is representative of the communities in which we operate. Having a diverse workforce throughout the business allows us to utilise a range of different skills, experiences and perspectives that should ensure our success in the future.

We believe it is to the benefit of everyone that large organisations are required to be transparent on the topic of gender pay. In this report, we outline the gender pay gap and bonus pay gap for Reed in Partnership. We take this opportunity to highlight our commitments and initiatives to continue to tackle the gap moving forwards.

I can confirm that the figures declared in this report are accurate as at the snapshot date of 5th April 2020. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rhodri Thomas

Rhodri Thomas

MANAGING DIRECTOR

What is the Gender Pay Gap...

In 2017, all organisations in the UK with 250 or more employees had to begin reporting their gender pay gap. We are required to report on a snapshot date of 5th April each year.

April 5th 2020 was affected by the Coronavirus pandemic and the UK government launched the Coronavirus Job Retention Scheme which supported employees on temporary leave ('furlough'). These employees are not required to be included in these calculations since they were not in receipt of their full ordinary pay.

Gender pay is different to equal pay

The gender pay gap is the percentage difference between men's and women's average hourly earnings across the whole organisation.

Equal pay measures whether men and women are paid the same for doing the same job.

Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men. It is determined by adding up all the hourly pay rates for each gender, and dividing the total by the number of co-members in that gender.

Median

The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges, and calculate the difference.

Our results

Gender Pay Gap



Median

The median pay of men is **12.3%** higher than that of women



Mean

The mean pay of men is **14.6%** higher than that of women

Bonus Pay Gap



The median bonus pay of men is **14.3%** higher than that of women



The mean bonus pay of men is **6.3%** higher than that of women

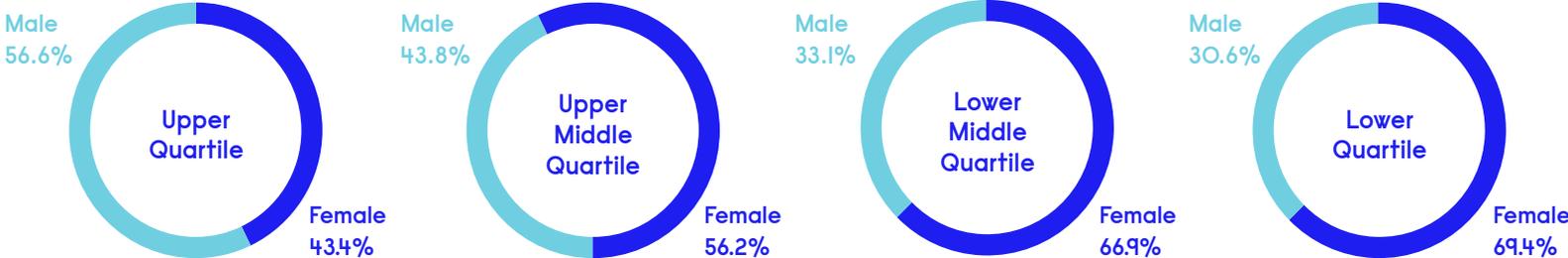
Proportion of Co-Members Receiving a Bonus



10.9% of all men and **15.7%** of all women received bonus pay

Proportion of Co-Members in each pay quartile

The quartiles are derived from ranking all relevant co-members from lowest to highest hourly pay and splitting the workforce into four equal parts. We then calculate the proportion of women and men as a percentage of total co-members in that pay quartile.



2020: Understanding the Gap

We are pleased to have made progress in reducing the median pay gap in each quartile. In particular, the median pay gap in the upper quartile has reduced from **10.4%** to **2%** over the last two years.

This is reflective of the fact that three of our board members are now female and that we have also achieved **47%** female representation across our Senior Leadership Team. Across all of our managers at all levels, over **52%** of our entire management team are female. In addition, over **61%** of our first-tier line managers are female.

Despite this success, our overall pay gap has slightly increased. This is primarily driven by two factors:

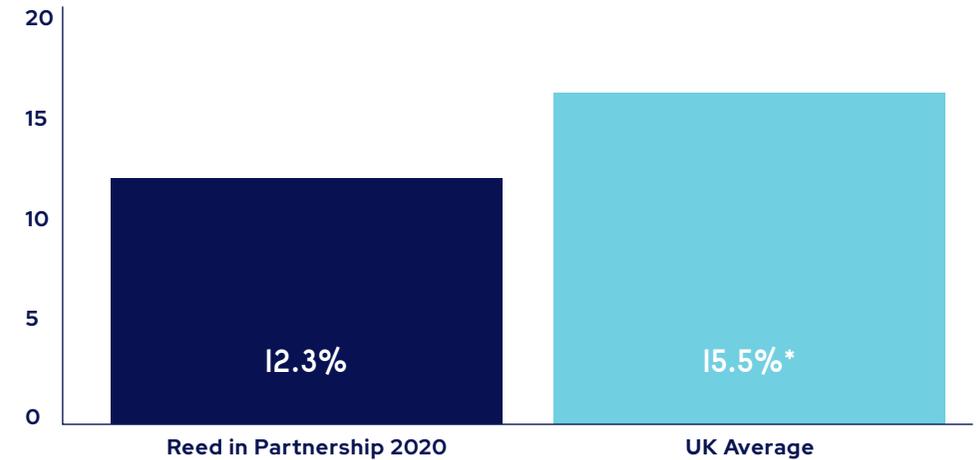
- 1 Increased female representation in the Lower Quartile, driven by business growth and subsequent recruitment activity
- 2 An 8% decrease in female representation in the Upper Quartile due to family leave up-take

The proportion of our workforce receiving bonus payments has almost doubled this year compared to last, following the implementation of a quarterly incentive scheme for Employment Advisers and an increase in high-performance at this level. This has contributed to a significant reduction in our median bonus gap of **5.4 percentage** points.

Overall, our gender pay gap is driven by the large numbers of co-members in front-line roles which fall into the Lower Quartile, in which we have a higher representation of female employees.

Putting our pay gap in context

RinP's median hourly pay gap is lower than the UK average.



*Source: ONS

Reed in Partnership Demographics

Total co-members:



Gender Split of co-members:

Male **41.0%**
Female **59.0%**

We're on a journey

We are proud of our accomplishments so far and will keep working hard to make further improvements. Below are some of the commitments and initiatives we have introduced to close the gender pay gap.

Closing the Gap

We continue to work towards closing the gender pay gap, by improving the number of women in leadership roles and supporting our female co-members to prosper in the workplace through a number of initiatives.

Our 'Women in the Workplace Diversity Champion' has played an integral role in our business wide Inclusion & Belonging Steering Group; taking a lead on how the business can build on and improve inclusion amongst females within Reed in Partnership.

In 2020 we ran a number of 'Lunch and Learn' sessions focused on the subject of Women in Leadership, offering our co-members the opportunity to learn from first-hand experiences of influential female leaders.

We also introduced our new 'Menopause in the Workplace' policy, intended to raise awareness about menopause and also increase the understanding of how this can have an impact on those experiencing symptoms in the workplace. The policy outlines the support available to co-members who are experiencing menopausal symptoms and includes practical guidance to line managers about how best to support co-members.

These initiatives are in addition to the already successful enhanced family leave policy and our Women in Leadership scheme, from which around **20%** of mentees have now progressed into more senior roles.

Chairman's Commitment In 2018

In 2018, our Chairman James Reed pledged that Reed will seek to have women make up **50%** of its senior leadership team over the next **3-5 years**. They will be there because they are good at their jobs. We will meet this through succession planning and supporting the development of female talent.

70% of our newly introduced Springboard Mentoring scheme are female employees and, such has been the engagement with the programme, we will now be rolling this out every 6 months. In addition, over **55%** of employees selected for our Future Manager Academies are female.

We are committed to continue introducing initiatives which improve diversity and inclusion in the workplace. With that in mind, we are looking forward to working closely with an external consultant in the coming year to further inform and develop our approach.

