

GENDER PAY GAP 2021

Mean Gender Pay Gap = 22.03%

Median Gender Pay Gap = 17.4%

- **Lower Quartile - 74.5% female, 25.5% male**
Of the 51 employees in the lower quartile, 13 are male and 38 are female. This means that 25.5% are male and 74.5% are female.
- **Lower Middle Quartile - 64% female, 36% male**
Of the 50 employees in the lower middle quartile, 18 are male and 32 are female. This means that 36% are male and 64% are female.
- **Upper Middle Quartile - 43.14% female, 56.86% male**
Of the 51 employees in the upper middle quartile, 29 are male and 22 are female. This means that 56.86% are male and 43.14% are female.
- **Upper Quartile - 42% female, 58% male**
Of the 50 employees in the upper quartile, 29 are male and 21 are female. This means 58% are male and 42% are female.
- **Bonus Pay Gap**
% females receiving a bonus = 51.25%
% males receiving a bonus = 40.32%
Mean Gender Pay Gap = 4.2%
Median Gender Pay Gap = - 44.88%

EXPLANATION

Reed & Mackay is dedicated to ensuring equal opportunities for all across the company. The gender pay gap looks only at the earnings, shown as percentages of male and female, rather than looking at males and females carrying out the same or similar roles which would demonstrate Equal Pay.

Our gender pay gap can be attributed in part to our higher proportion of males in Head of Department and Executive Team positions. Our workforce is comprised of 62% females, however, as shown in the quartile figures, there are more females in our less senior, lower paid roles and less females in our more senior, higher paid roles. We are constantly striving to increase our female employees at senior management level, and as of March 2022 this sits at 35% female representation.

At the time of reporting, 37% of employees were on furlough and therefore not included in the gender pay gap. 71% of those on furlough were female. This has no doubt impacted the data and may not be an accurate representation of whether the gender pay gap has changed from previous years.

Due to the effect of Covid-19 on the travel industry, there were no bonuses paid out in the reporting period, however, a number of our roles do attract contractual commission which is what is shown in our bonus pay gap. Our mean and median bonus pay gap has improved significantly, however it is important to note that this is not based on any performance or percentage of salary bonuses. This is another example of where Covid-19 and the UK Furlough scheme is likely to have skewed the data to a level where it is not an accurate representation of improvements made.