

## GENDER PAY GAP 2022

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**Mean Gender Pay Gap = 23.21%**

**Median Gender Pay Gap = 18.11%**

- **Lower Quartile - 77.27% female, 22.73% male**  
Of the 132 employees in the lower quartile, 30 are male and 102 are female.
- **Lower Middle Quartile - 76.52% female, 23.48% male**  
Of the 132 employees in the lower middle quartile, 31 are male and 101 are female.
- **Upper Middle Quartile - 54.14% female, 45.86% male**  
Of the 133 employees in the upper middle quartile, 61 are male and 72 are female.
- **Upper Quartile - 47.73% female, 52.27% male**  
Of the 132 employees in the upper quartile, 69 are male and 63 are female.
- **Bonus Pay Gap**
  - Females receiving a bonus = 39.85%
  - Males receiving a bonus = 16.35%
  - **Mean Gender Pay Gap = -14.57%**
  - **Median Gender Pay Gap = 0.09%**

### 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 66% 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 on the leadership team, and as of November 2022 this sits at 41% female representation.

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.