

# GENDER PAY REPORT 2018

We are pleased to share Reed & Mackay's gender pay report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Diversity and equal opportunity are of great importance at Reed & Mackay, we believe it's the only way to ensure each individual can reach their full potential. We are proud of our inclusive culture and the part it plays in attracting and retaining a talented workforce with real passion for delivering extraordinary service.

## GENDER PAY GAP DATA

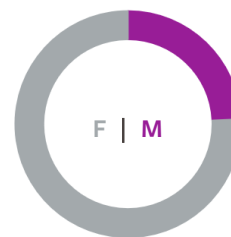
	MEAN	MEDIAN
HOURLY PAY	21%	9%
BONUS	22.9%	-8%

This chart shows the mean and median gender pay gap based on hourly rates of pay. It also shows the mean and median difference between bonuses paid to men and women in the 12 months prior to 5 April 2018.

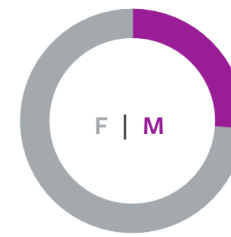
## EMPLOYEES WHO RECEIVED BONUS PAY



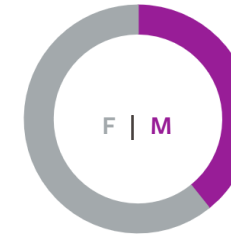
## EMPLOYEES BY QUARTILE



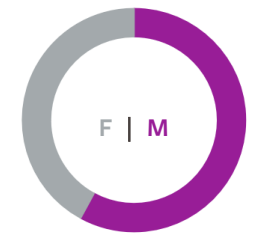
**LOWER QUARTILE**  
 MALE 24.30%  
 FEMALE 75.70%



**LOWER MIDDLE QUARTILE**  
 MALE 26.17%  
 FEMALE 73.83%



**UPPER MIDDLE QUARTILE**  
 MALE 39.25%  
 FEMALE 60.75%



**UPPER QUARTILE**  
 MALE 57.94%  
 FEMALE 42.06%

The above image shows the gender distribution at Reed & Mackay across four equally-sized quartiles.