

This year, for the first time UK companies, with over 250 staff, have to report on their gender pay gap.

We believe that.... nothing is beyond our Reach

We have a diverse, transparent and inclusive culture and our ambition is to provide men and woman with equal opportunities to succeed.

The gender pay gap measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. This is different to equal pay, which is about ensuring everyone is paid the same for carrying out work of equal value.

This is an incredibly important step forward because if companies are transparent about pay, and identify the root causes of any pay gap, they can find the solutions they need to build businesses that reflect society.

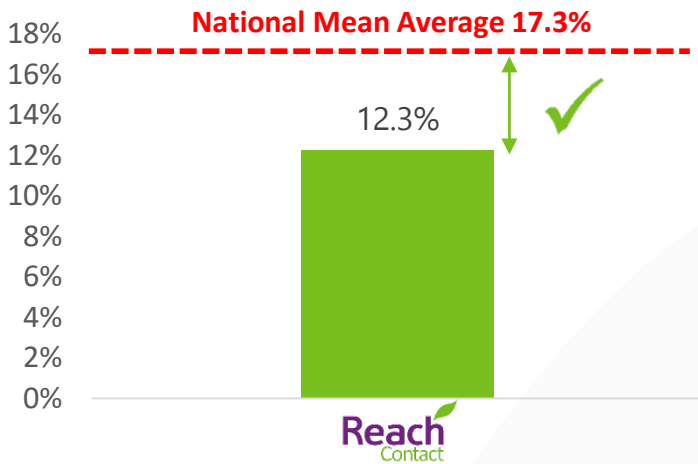
And that's exactly the approach we are taking for all Reach Group Companies, we don't want to promote one group of people over another we want to ensure that everyone regardless of their race, background, ethnicity or gender has an equal opportunity to succeed.

At Reach we want to be the best, we want the best people regardless of their characteristics and the Gender pay gap analysis is another valuable tool in helping to identify opportunities that ensure we have a fair and diverse talent pool.

The Reach organisation exists to empower the individual

REACH GROUP GENDER PAY GAP REPORT - 2017

Gender Pay Gap

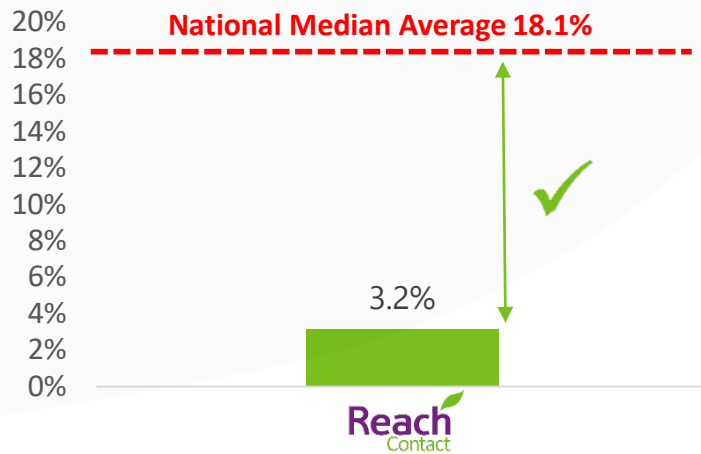


Mean
(sum total of salaries divided by number of people) **-5.0%** ✓

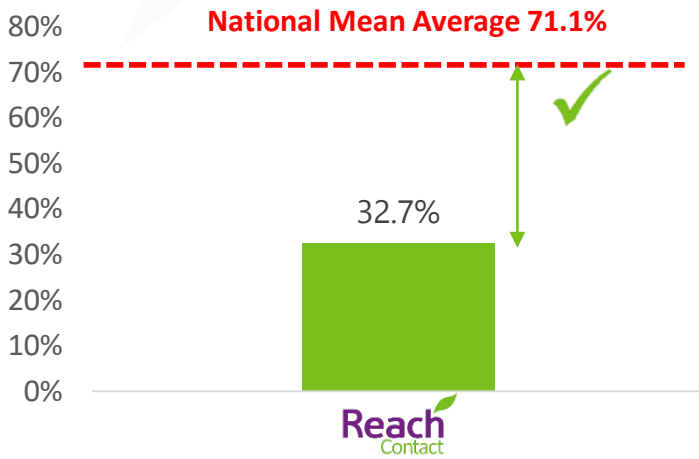
At **12.3%** our Gap is significantly below the National level of **17.3%** for all employees (ASHE 2016; Annual survey of hours and earnings – office for national statistics)

Median
(mid positioned salary in order sequence) **-14.9%** ✓

At **3.2%** our Gap is significantly below the National level of **18.1%** for all employees (ASHE 2016; Annual survey of hours and earnings – office for national statistics)



Gender Bonus Gap

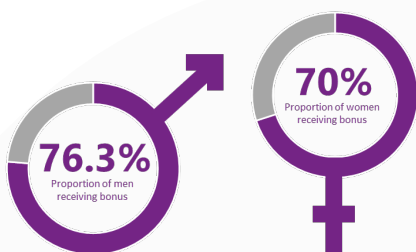
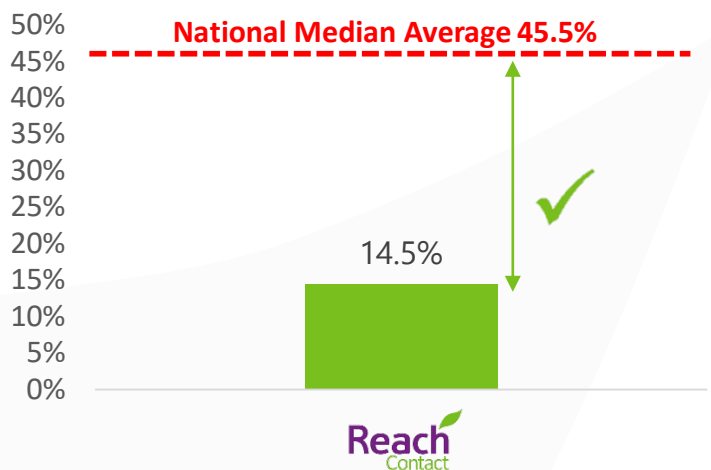


Mean
(sum total of bonus paid divided by number of bonuses) **-38.4%** ✓

At **32.7%** our Gap is significantly below the National level of **71.1%** for all employees (ASHE 2016; Annual survey of hours and earnings – office for national statistics)

Median
(mid positioned bonus in order sequence) **-31.0%** ✓

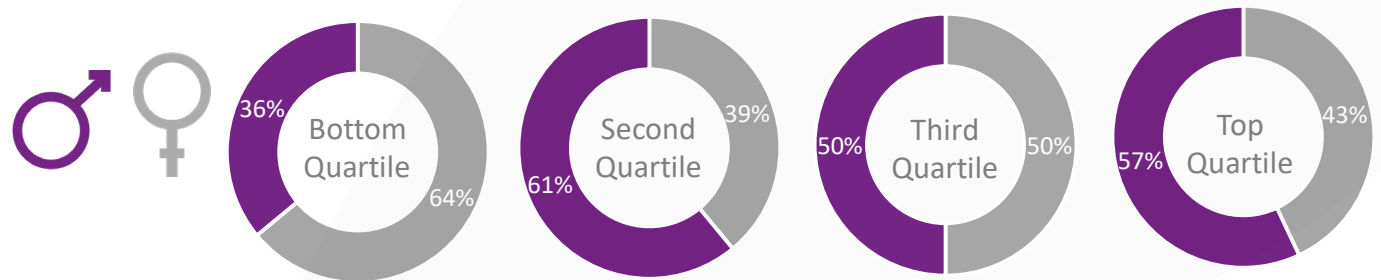
At **14.5%** our Gap is significantly below the National level of **45.5%** for all employees (ASHE 2016; Annual survey of hours and earnings – office for national statistics)



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Gender Pay Quartile Split

Proportion of males and females in each pay quartile



Findings

The Gaps in both pay and bonus are driven by the under-representation of woman in the IT area of our business. Technical roles generally attract higher pay and therefore bonus which is generally a % of salary. This Reach anomaly is supported by the fact that in 2016 less than 16% of IT Graduates were female. The bonus gap is further perpetuated by a group of employees who fulfil roles that do not include a bonus payment, if they were excluded from the calculation the Gender statistics for bonus payment would be 86% for Men and 89% for Women, again significantly ahead of similar sized companies who are at 46.5% and 45.1% respectively.

To address this gap in the IT area of the business the company will evoke;

- ✓ **Gender balanced shortlists** – This means we have an equal share of men and women on our shortlists for interview
- ✓ **Continued flexible working solutions for women transitioning back to work** – these include job shares, part time working, career breaks and are not restricted to the IT area
- ✓ **Celebrate our role models** – Internally we will celebrate our female role models, provide stronger management support to enable our women to succeed

In addition, the group of Employees who do not currently attract a bonus as part of their role will be invited to participate in a new bonus scheme

As **nothing is beyond our reach** we are confident that we can improve our gender pay gap statistics in the year ahead and support the publication of data to drive accountability and fairness within the workplace.

Karly Francis, Head of Talent: I confirm the data in this report to be accurate

Sources:

(1) Xpert HR Salary Survey

(2) office for National Statistics - ASHE

