Reach

Gender Pay Gap Report 2019

At Reach we're delighted to share the progress and commitment we have made in just one year towards closing our 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.

Reach are transparent about pay, and look to identify the root causes of any pay gap. This approach enables us to find solutions to help build our business to reflect society. We're pleased to share that over the last three years our mean pay gap closed by 4.9% and we are currently sitting 8.8% below the national mean average which is a positive change.

That being said there is still improvements to be made, we don't want to only 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.

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Gender Pay Gap

Mean
Sum total of salaries divided by number of people

■ National Mean Average ■ **Reach**

20%

17.3% 17.4%
12.3% 16.2%
15%
9.6%
10%
7.4%
5%

0%
2017   2018   2019

-8.8% ✓

At **7.4%** our Gap is significantly below the National level of **16.2%** for all employees (ASHE 2019*; Annual survey of hours and earnings – office for national statistics)

Median
Mid positioned salary in order sequence

-12.3% ✓
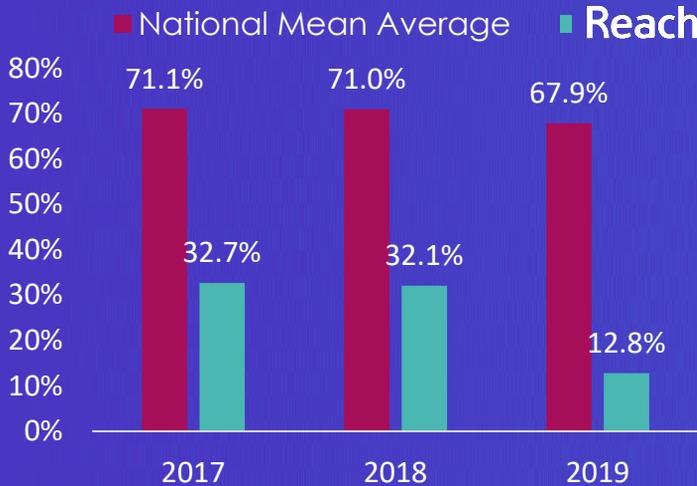
At 5.0% our Gap is significantly below the National level of 17.3% for all employees (ASHE 2019*; Annual survey of hours and earnings – office for national statistics)

■ National Median Average ■ **Reach**

20%
18.1% 18.4%
17.3%
15%

10%

5%
3.2%   3.6%   5.0%

0%
2017   2018   2019

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Gender Bonus Gap

Mean
Sum total of bonus paid divided by number of bonuses

■ National Mean Average   ■ Reach

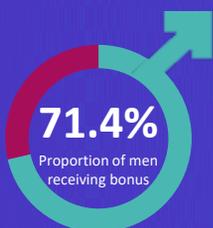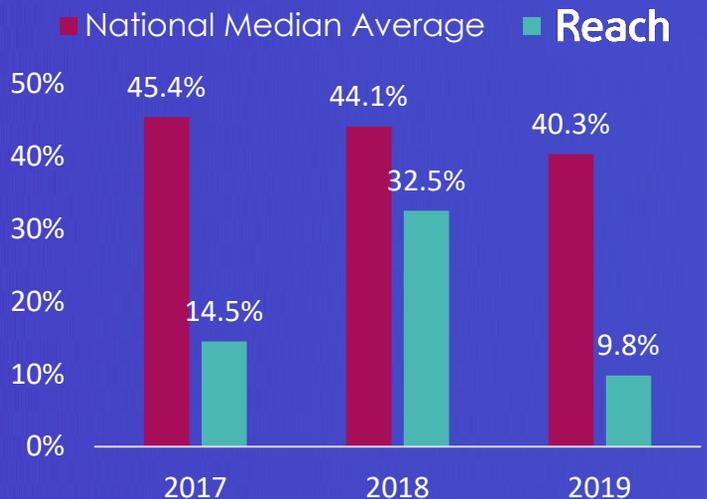| Year	National Mean Average	Reach
2017	71.1%	32.7%
2018	71.0%	32.1%
2019	67.9%	12.8%

-55.1% ✓

At 12.8% our Gap is significantly below the National level of 67.9% for all employees (ASHE 2019*; Annual survey of hours and earnings – office for national statistics)

Median
### Mid positioned bonus in order sequence

-30.5% ✓

At 9.8% our Gap is below the National level of 40.3% for all employees (ASHE 2019*; Annual survey of hours and earnings – office for national statistics)

■ National Median Average   ■ Reach

Year	National Median Average	Reach
2017	45.4%	14.5%
2018	44.1%	32.5%
2019	40.3%	9.8%

71.4%
Proportion of men receiving bonus

73.7%
Proportion of women receiving bonus

*National averages have been taken from the most recent ASHE report published at the time

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Gender Pay Quartile Split

Proportion of males and females in each pay quartile

Bottom Quartile — 40% / 60%

Second Quartile — 53% / 47%

Third Quartile — 52% / 48%

Top Quartile — 57% / 43%
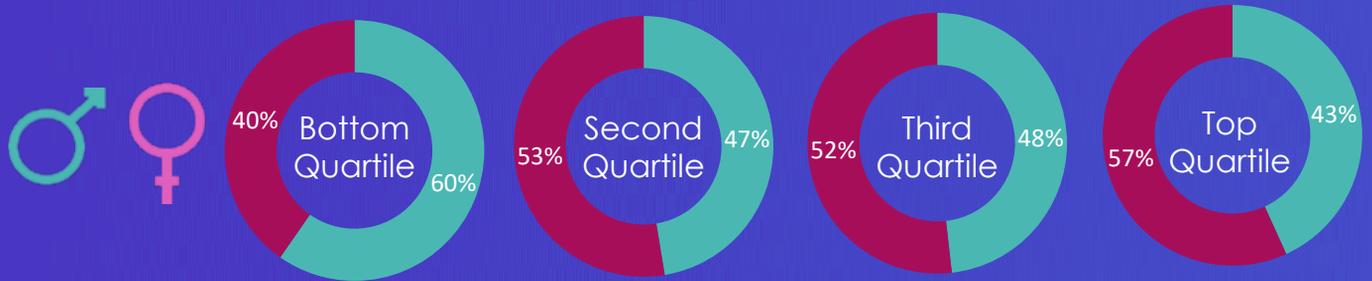
Findings

Last year's finding found that our pay gap was driven largely by the under- representation of women in the IT / Development areas of our business. It is largely recognised only 16.8% of workers in the UK tech sector are women. We are proud to have helped closed the gap by recruiting more women into these roles types. With 29% of our tech team being women we have helped create greater diversity.

We have also focused on the following areas to help support the continued improvement of our pay gap:

✓ **Creating balance** – A new core people value 'balance' continues to be at the forefront of how we operate. We're a people centric business and will continue to do all we can to encourage and support a healthy work life balance.

✓ **Learning & Development** – We have invested in our people by providing a tool to enable learning 365 days a year. This helps everyone learn at their own pace and at times to suit their lifestyle. We offer a multitude of development programmes to support our internal talent with their learning journey.

✓ **Recruitment** – All job adverts are checked to ensure all language is gender neutral before advertising. For any underrepresented teams we have continued to ensure we have gender balanced shortlist before interviewing. The best person regardless of characteristics, will be successful.

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, HR Director
I confirm the data in this report to be accurate