

Reach

Gender Pay Gap Report 2021



At Reach we're pleased to share the progress we have made in closing our gender pay gap.

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.

We are pleased to share that our mean pay gap continues to be below the national average, and at only 6% we continue to track well below the national mean average, which is encouraging.

It should be noted that interpreting earnings data against the previous year is difficult in the current climate. Data in terms of wages and hours worked, and the sheer disruption to the collection of data from businesses makes meaningful comparisons to 2020 challenging. Accordingly, this report compares our progress against 2019 results for a more accurate view of the progress made.

Notwithstanding the good results, we are committed to doing more to close the gap even further. Some of the key initiatives and our commitments are included later in this report.

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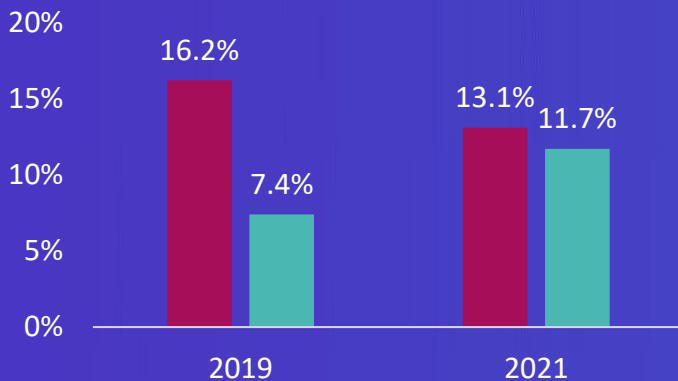
Gender Pay Gap

Mean

Sum total of salaries divided by number of people

■ National Mean Average ■ Reach

-3.7% ✓



At 11.7%, whilst higher than in previous years, the difference between earnings for men and women is lower than the National* average of 15.1%

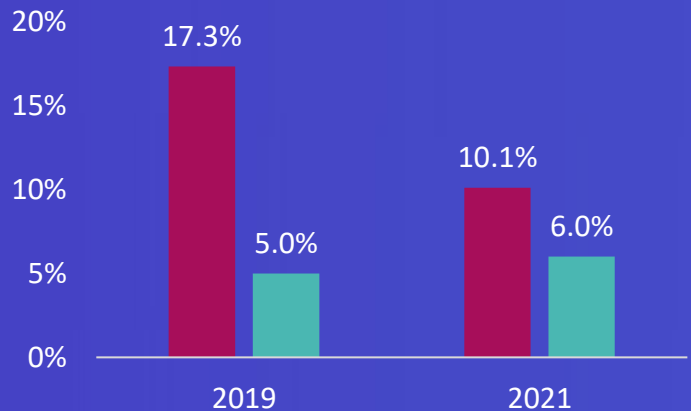
Median

Mid positioned salary in order sequence

-4.1% ✓

At 6% the difference in the average salary of men and women remains below the National* level of 10.1% for all employees

■ National Median Average ■ Reach



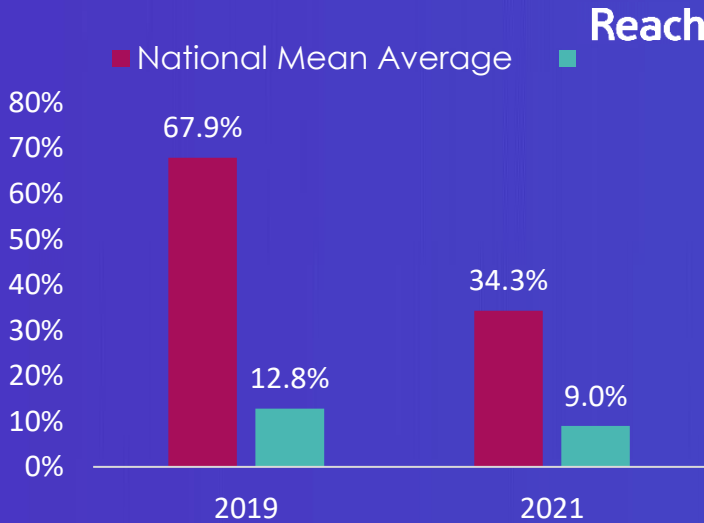
* Office of National Statistics GPRUK 2021

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Gender Bonus Gap

Mean

Sum total of bonus paid divided by number of bonuses



-25.3% ✓

At 9% the gap in mean bonus payments for men and women is significantly below the *National level of 34.3% for all employees

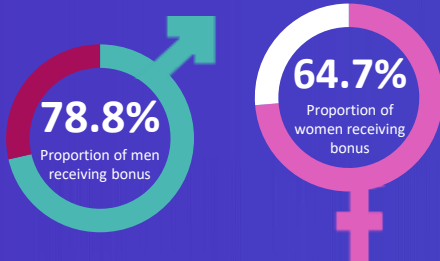
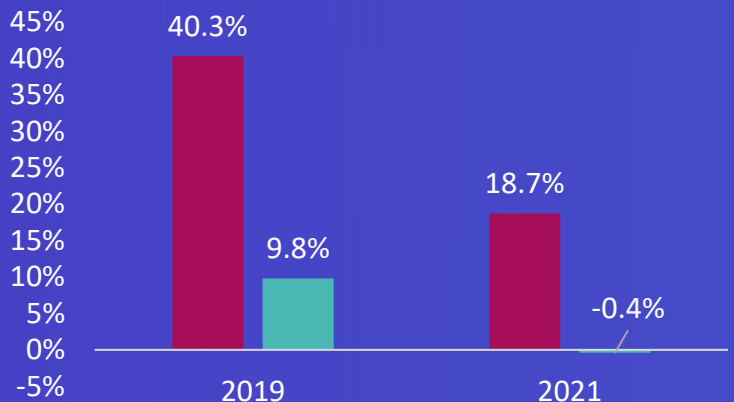
Median

Mid positioned bonus in order sequence

■ National Median Average ■ Serie: Reach

-18.3% ✓

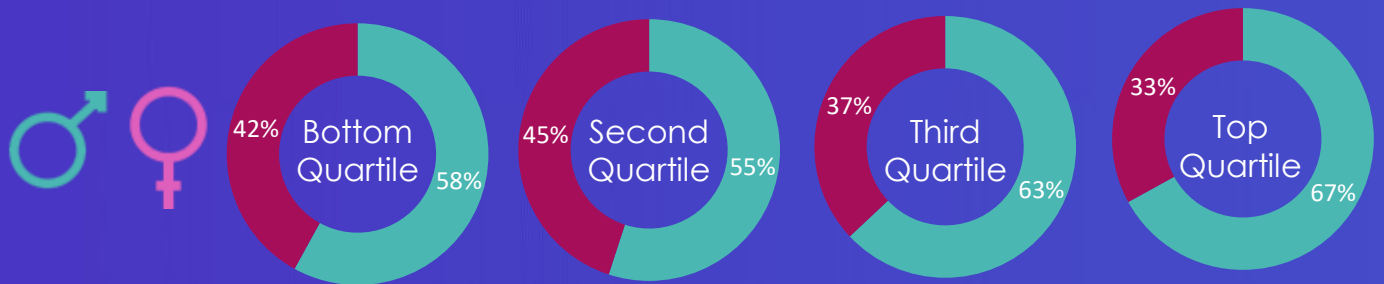
At 0.4%, the difference in Mean bonuses for men and women is significantly below the *National average of 18.7%



* National averages have been taken from the most recent GPG UK published October 21 by ONS

Gender Pay Quartile Split

Proportion of males and females in each pay quartile



Findings

The gender pay gap remains well below the national average for the fifth consecutive year, despite the gap in mean pay having increased by 4.3% against our 2019 results.

The year on year improvement in the gender pay gap has been affected as many colleagues were on furlough, and headcount had been reduced through several redundancy programs during the qualifying pay period in 2021. These factors have inevitably contributed to the slight widening of the pay gap. Encouragingly, the gap in mean bonuses remains very low at only 0.4%

- Over the coming years, we will continue to foster a culture of transparency, particularly in relation to our pay and bonus structures, ensuring we promote an equitable work environment.
- We will aim to provide colleagues with the flexibility to choose how and where they work, thus creating opportunities for a more diverse and inclusive workforce.
- We will conduct regular pay audits to maintain fairness in compensation for men and women.

Shabena Fitzsimons
Group People and Operations Director