



Europe

# Gender Pay Gap Report 2025

Information delivered by:

**Reach**



# Gender Pay Gap Report 2025

At Reach (part of Acosta Group Europe), We are proud of our fairness and equality and are committed to ensuring equal opportunities for all of our colleagues. As such we are pleased to publish the below gender pay gap report for 2025:

The below shows our overall mean and median gender pay gap as of the snapshot date of 5<sup>th</sup> April 2025.

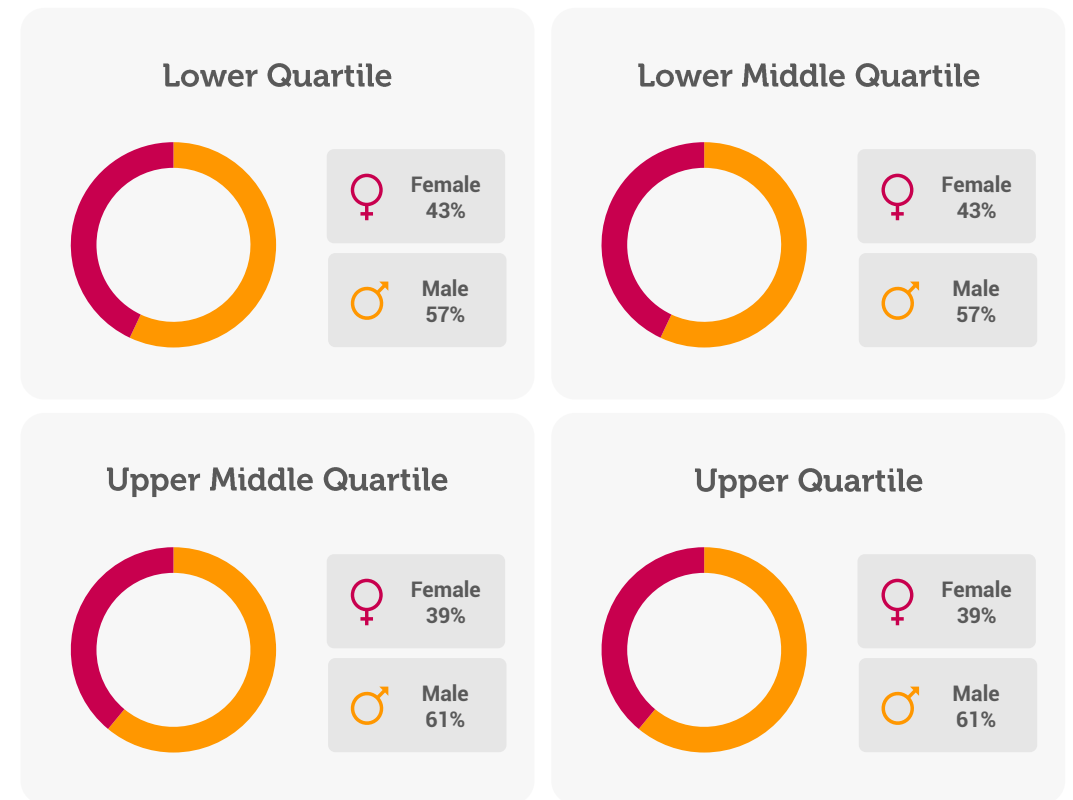
**0.4%** | Mean  
Hourly Rate of Pay

**1.5%** | Median  
Hourly Rate of Pay

## The Data

The charts below show the distribution of males and females in each pay quartile, with each quartile containing approximately 430 colleagues.

(plum=female, orange=male)



# Bonus Payments

The below table shows our overall mean and median gender pay gap for bonuses paid in the qualifying period.

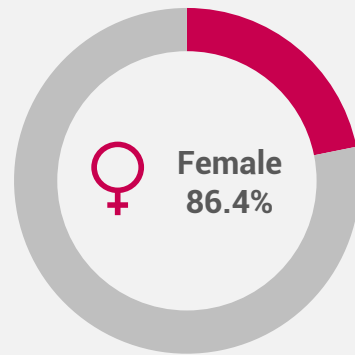
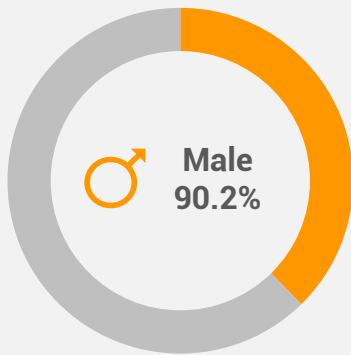
**1.74%** | **Mean**  
Bonus Payments

**9.31%** | **Median**  
Bonus Payments

The below table shows the proportion of males and female relevant employees receiving a bonus for the qualifying period.

## Bonus Payments

Male and Female Comparison for 2025



# Findings

For 2025, Reach's mean gender pay gap for hourly pay is 0.4%, and the median gender pay gap is 1.5%, both in favour of men. These results indicate a very small hourly pay gap, with women and men earning at broadly comparable levels across the organisation. The difference between the mean and median figures suggests that while pay is well balanced overall, there remains some variation in how men and women are distributed across roles and pay levels, particularly at higher hourly rates. However, the size of both gaps remains low and reflects continued progress towards a balanced and equitable pay position.

Analysis of the distribution of men and women across hourly pay quartiles shows that women represent approximately 43% of employees in the lower and lower middle quartiles, and around 39% of employees in the upper middle and upper quartiles. While men remain more heavily represented in the higher pay quartiles, women are present across all quartiles, demonstrating a broadly balanced workforce with opportunities for progression throughout the organisation. The slight reduction in female representation at the highest pay quartile contributes to the small median and mean hourly pay gaps observed.

Our gender pay gap continues to be driven primarily by representation, rather than unequal pay for equivalent roles. The concentration of men in some senior, specialist, and higher bonus earning positions has an impact on both pay and bonus outcomes. At the same time, strong female representation across the organisation, including at senior levels, continues to mitigate the overall gap and supports our progress towards pay balance.

## Our Ongoing Commitment

We remain committed to ensuring that Reach is an inclusive employer and a destination of choice for women. Our approach continues to focus on:

- Supporting flexible and hybrid working arrangements
- Enabling reduced hours and alternative working patterns
- Supporting carers and employees with caregiving responsibilities
- Recruiting from diverse shortlists
- Monitoring pay, bonus outcomes and progression to ensure fairness and equity

We will continue to review our gender pay data annually, alongside our broader people and inclusion strategy, to ensure sustained progress and transparency.

I am confident that all colleagues receive a rate of pay, and bonus pay in line with their job role and performance and I am pleased with the overall findings of our report.

I confirm all data reported is accurate.

**Nicole Brittain**

President-Acosta Europe



**acosta<sup>™</sup>  
group**

Europe

Ground Floor, Block A, Dukes Court, Duke Street,  
Woking GU21 5BH

 01483 711300

 <https://www.acosta-europe.com/>