

Reynolds' Gender Pay Gap Report 2017

Introduction

Under the gender pay gap legislation, companies with more than 250 employees are required to report specific information regarding the pay gap between genders.

The snapshot date to which our data refers to is 5th April 2017.

Reynolds' commitment to equal opportunities

At Reynolds we value the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintain workplaces that are free from discrimination or harassment of the basis of race, gender (including pregnancy or maternity related), disability, colour, nationality, ethnic or national origin, religion, religious or similar philosophical belief, marital or civil partnership status, sexual orientation, trade union activity, age or gender re-assignment or any other status protected by applicable law.

Hourly pay

The hourly pay for women is:

- 6.58% higher than that for men (based on mean hourly pay)
- 11.82% higher than that for men (based on median hourly pay)

Pay quartiles

The proportion of women and men in each payroll quartile is:

Quartile	Women	Men
Top	16%	84%
Upper middle	19%	81%
Lower middle	8%	92%
Lower	16%	84%

Bonus pay

The proportion of male and female employees who received a bonus payment is:

- 63% of men*
- 34% of women*

Bonus pay for women is:

- 87% lower than that for men (based on mean bonus pay)*
- 75% lower than that for men (based on median bonus pay)*

*Our distribution team (drivers) account for a large percentage of total employees who receive bonuses. The department is more highly represented by male employees, which explains in part why fewer women are paid fewer and smaller bonuses.

I confirm that the information contained within this report is accurate.

Tony Reynolds

A handwritten signature in black ink that reads "Tony Reynolds". The signature is written in a cursive style with a prominent loop at the end of the word "Reynolds".

Managing Director