



# **GENDER PAY GAP REPORT 2024**





# A foreword to our Gender Pay Gap Report from Tony Reynolds, Founder and Managing Director

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At Reynolds, we are incredibly proud of our core family values, which are evident in every area of the business. We see each of our employees as members of our extended family, and we would not be able to provide the excellent quality of service that we do without them.

Reynolds’ wider family transcends age, culture, gender, race and religion, and it is of great importance to us that all our employees feel safe and able to express who they are.

We are also proud to be an inclusive business, with approximately 45 nationalities represented within our workforce, as well as a variety of different cultures and languages.

In a sector where female representation is traditionally low, continued efforts are made to attract, recruit, develop, promote, and retain a progressively diverse workforce.

We remain proud of our development programmes where women are increasingly represented. Since the snapshot date, 33 female colleagues developed their skills through our management training programmes, an increase of 15% on the previous year. Over the same period 11 female employees gained promotion, an increase from 3 the previous year.

Launched last year to promote a supportive culture amongst our female workforce, our Women’s Networking Group has grown in numbers. Through it, we aim to continue showcasing the achievements and success of women in the workplace, whilst incorporating and celebrating notable events such as International Women’ Day, along with raising funds for communities of women and girls.

If you have any ideas how we can improve going forward, please drop me a line at [tony .reynolds@reynolds-cs.com](mailto:tony.reynolds@reynolds-cs.com)

## Introduction

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In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as a private organisation with over 250 employees, Reynolds Catering Supplies Ltd has an annual statutory requirement to report gender pay gaps using six different measures.

The snapshot date to which our data refers is 5th April 2023. The data comprises 703 employees, with 590 being full pay relevant, and the remaining 113 being relevant.

In the past 12 months, Reynolds has seen a rise of 12% in total employees, and whilst some of the data contained in this report has not changed significantly, we are pleased that our female headcount has been maintained.



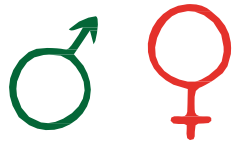
# Reynolds' commitment to equal opportunities



At Reynolds, we value the diversity of the people we work with and the contributions they make. We have a long-standing commitment to equity, and intolerance of discrimination and harassment.

We are dedicated to maintaining workplaces that are free from discrimination and harassment based on age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race (colour, nationality (including citizenship), ethnic or national origin), religion and belief (or lack of), sex and sexual orientation and any other status protected by applicable law.

## Gender Pay Gap VS Equal Pay

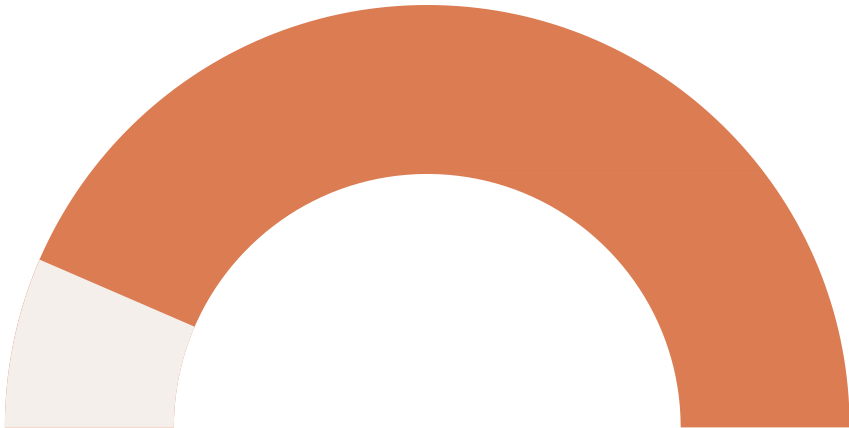


Although the gender pay gap and equal pay looks at the differences between women's and men's pay, they are separate issues that must be considered when reading this report.

Under The Equality Act 2010, equal pay is the statutory right for both men and women to be paid an equal rate when doing like work, work rated as equivalent and work of equal value. Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation, regardless of seniority. All roles across the organisation are included in the average earnings calculations.

This report is about gender pay gap. Having a gender pay gap does not automatically mean there is an equal pay issue within the organisation. There are several reasons for a gender pay gap; for example, a gender imbalance in the different levels of roles, or where similar roles are dominated by a single sex. Reynolds is an equal pay employer, having regards to equal pay legislation and adhering to equal pay practice.

The gender profile of Reynolds is 13% female and 87% male.



**13% women**

**87% men**

Historically, our industry has always attracted a high number of male employees. Whilst the number of female employees remains comparable to the previous year, we are seeing increasing numbers of female drivers joining our Trainee Driver Academy which, at certain stages of the programme attracts a higher salary. Being considered ambassadors of Reynolds, having more female drivers displays a more diverse image of the business.



# Hourly Pay and Pay Quartiles



The hourly pay for women is

-8.69%

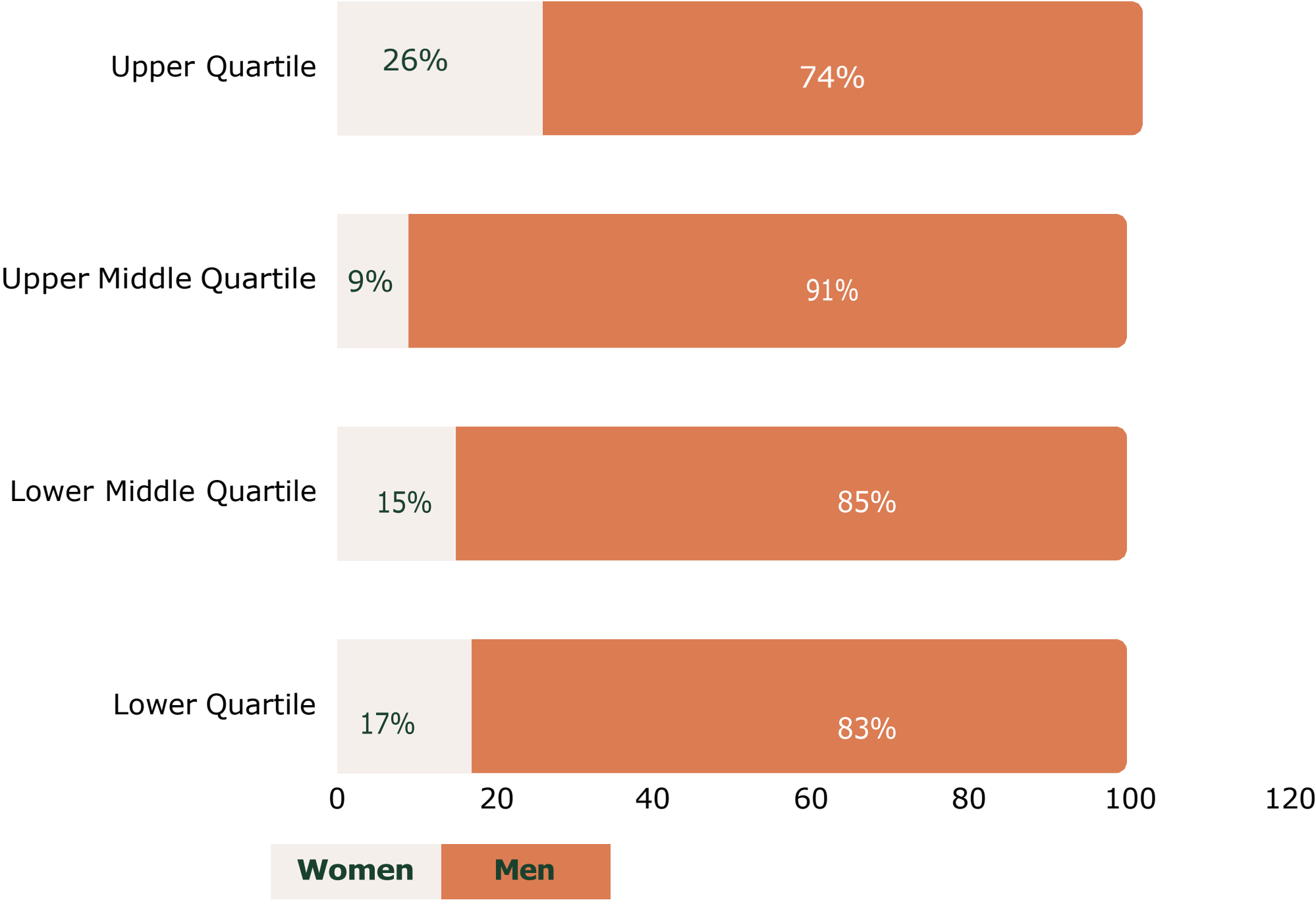
higher than that of  
men based on  
mean hourly pay

-1.01%

higher than that of  
men based on  
median hourly pay

A negative percentage represents a pay gap in favour of women, whilst a positive percentage represents a pay gap in favour of men, and 0% represents no pay gap at all.

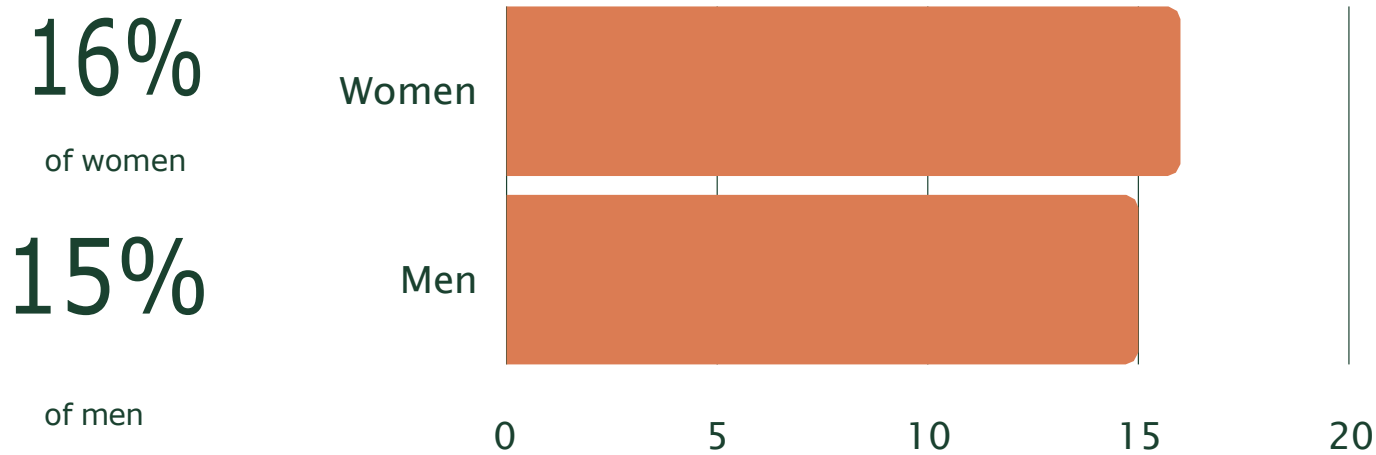
The proportion of women and men in each payroll quartile is



Bonus Pay



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



To reflect Reynolds’ commitment to ensuring that all employees are compensated fairly and equitably for their work, rather than pay bonuses, the business chooses to invest in paying higher base salaries that are well above the national minimum wage. Limited bonuses that are paid are based on criteria relating to job roles, as opposed to gender.

Bonus pay for women is

8%

Lower than  
that for men

Based on mean  
bonus pay

0%

Lower than  
that for men

Based on median  
bonus pay



## Ongoing Actions

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Our business has a continuing commitment to gender equality and action to improve it across our business. Some of the activities include:

### Recruitment

Reynolds will adopt wider use of applicant tracking systems to help us to determine if we are seeing an increase in women attracted to the logistics industry. Additionally, we can extract data that not only helps to support gender equality, but also reflects our commitment to diversity and inclusion.

### Salary Benchmarking

Reynolds will continue to monitor pay practices within industry standards to help us manage any discrepancies in pay between genders.

### Menopause Policy

We want to help break the stigma surrounding menopause, by creating an open culture of awareness and understanding. Our approach will include a Menopause Policy (and associated guidance and learning workshops for managers and colleagues – both female and male), and we plan to support people experiencing menopausal symptoms, with actions that can help them to thrive in the workplace.

### Employee Engagement Executive

At Reynolds, we recognise the benefits of striving to maintain a working environment where all people feel motivated and committed to their work, boosting productivity and morale. Our dedicated Employee Engagement Executive (who happens to be female), will continue to facilitate better communication between management and employees to help enhance collaboration, teamwork, and mutual respect amongst peers.

### Employee Wellbeing

As strong advocates for positive health and wellbeing, Reynolds continues to offer support services that encompass physical, mental, emotional and financial wellbeing. Our dedicated team of trained Mental Health First Aiders and Financial Wellbeing Advisors, provide front-line support, signposting to our Employee Assistance Programme and/or other external support providers where required. Through ongoing in-house initiatives, we will continue to encourage and promote self-care for our entire workforce.

In summary, we wish to maintain a culture of inclusivity, in which all our colleagues' talents and skills are recognised, and their valuable contributions are celebrated.

