



GENDER PAY GAP REPORT

2019



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

As a family business, at Reynolds we have long since recognised that people are our biggest asset. Without a motivated workforce, there's no way we could deliver the standard of service we do to our customers.

With over 50 different nationalities with our team at the time of writing, our wider family is one that is, not only multinational and multicultural, but inclusive. It is important to me that every employee feels part of the family, whatever their race, age, religion or indeed gender.

Many of the departments within Reynolds are traditionally heavily weighted towards male employees, including our team of drivers. However, since the introduction of our Driver Academy Scheme, in which we seek individuals without driving experience to gain their LGV professional qualification, we have recruited some very talented female drivers. Whilst the amount of women working in our distribution team is still relatively small, it is growing, and I for one am delighted.

Diversity is so important in the modern workplace, because being representative of society helps us stay more relevant to our customers and our suppliers. It also means we make better informed decisions and are much more adaptable when faced with challenges and opportunities.

However, there is always more we can do to make our workplace a better place to work and I look forward to an ever better and more inclusive future at Reynolds.

If you have any ideas on what we can do better, please email me at tony.reynolds@reynolds-cs.com





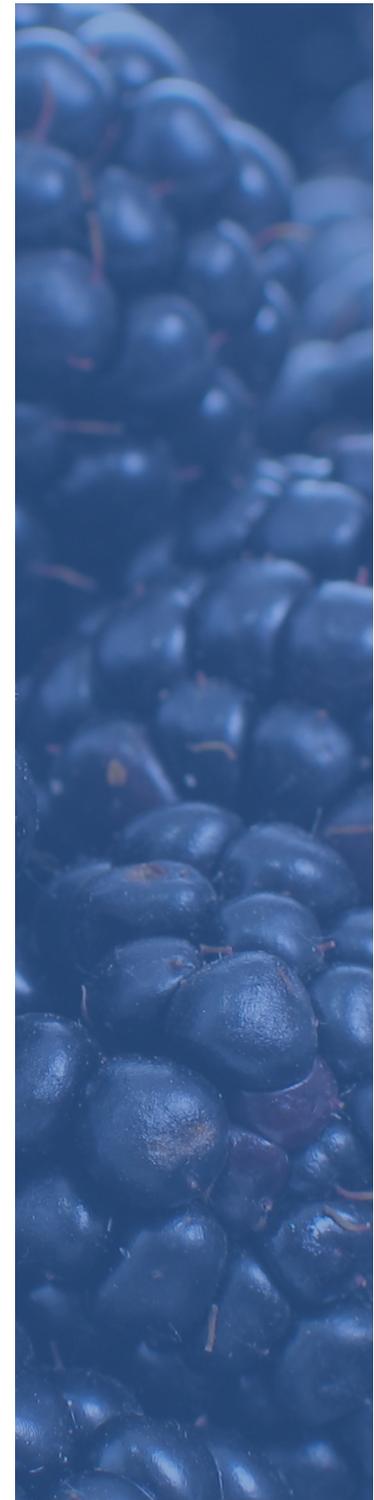
Introduction

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

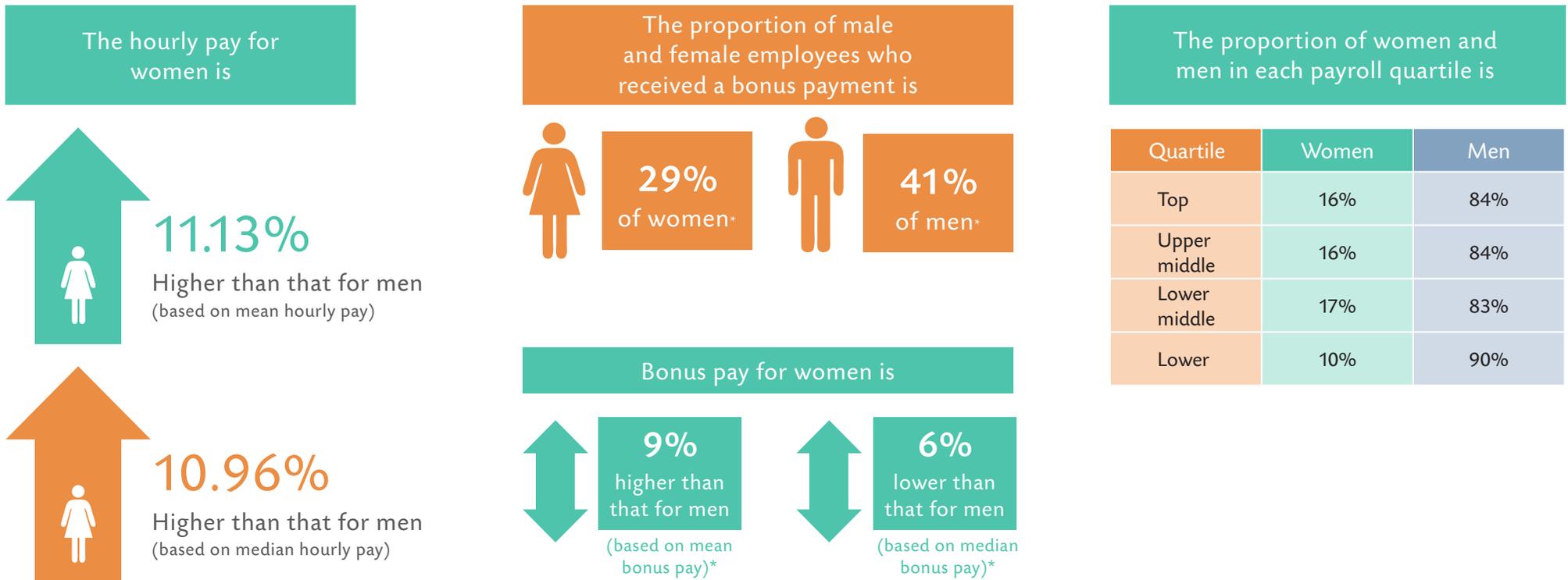
The snapshot date to which our data refers to is 5th April 2018.

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, Pay Quartiles and 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.