



GENDER PAY GAP REPORT

2020



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



Here at Reynolds, we are incredibly proud of our core family values, which are evident in every area of the business. We see all our employees, (almost 1,000 strong), as members of our family, and we would not be able to provide the excellent quality of service that we do without each and every one of them.

Our Reynolds' family transcends age, race, culture, religion and gender, and it is of great importance to us that all our employees feel safe and able to express who they are within our company. We are proud to be an inclusive business, with over 50 nationalities represented within our workforce, as well as a variety of different cultures.

Over the past year, we have made significant efforts to improve the balance of genders throughout Reynolds and have seen great success in doing so. Many departments in our business are made up of predominately male employees, especially our distribution team, but we are proud to say that we are continuing to recruit talented female drivers within this department, and are also seeing a rise in female recruitment across all other areas of the business. In the past year, we have had a 47% increase in women recruited for lower quartile jobs and a 40% increase in top quartile jobs. Similarly, positive results can be seen in our efforts towards achieving equal pay and we have managed to reduce the differences in hourly pay amongst genders by more than half in all departments.

I'm happy to say that we have also made significant improvements to the way we approach requests for flexible working hours, as we understand that our employees may be facing various other pressures or commitments outside of the workplace. As a result, we have seen an increase in requests for flexible working hours and are pleased to have been able to approve 80% of these requests.

We know there is more to be done, however, we are always focused on improving the working environment at Reynolds for each and every one of our employees. We will continue to strive towards becoming an even more inclusive and welcoming business to both future employees and existing members of our Reynolds' family.

If you have any ideas how we can improve going forward, we are more than willing to listen here at Reynolds, and you can reach me personally 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 2019.

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.



The hourly pay for women is

5.50%

Higher than that
for men
(based on mean
hourly pay)



2.97%

Higher than that
for men
(based on median
hourly pay)



The proportion of women and men in each payroll quartile is

Quartile	Women	Men
Top	26%	74%
Upper middle	22%	78%
Lower middle	23%	77%
Lower	19%	81%

Bonus Pay

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



20%
of women



14%
of men

Bonus pay for women is



27%

**Higher than
that for men**

(Based on mean bonus pay)*



63%

**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.