

Reed in Partnership 2017 Gender Pay Gap Report

Total Pay & Bonus Gap			
Total Pay (Mean)	14.5%	Bonus (Mean)	-62.2%
Total Pay (Median)	7.8%	Bonus (Median)	7.6%

The above table outlines the % difference in the average total pay (based on an hourly rate) of men vs average total pay of women employed at Reed in Partnership on 5th April 2017. Our current gender pay gap is reported as 14.5%, which is lower than the National average.

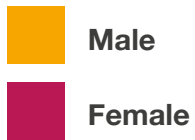
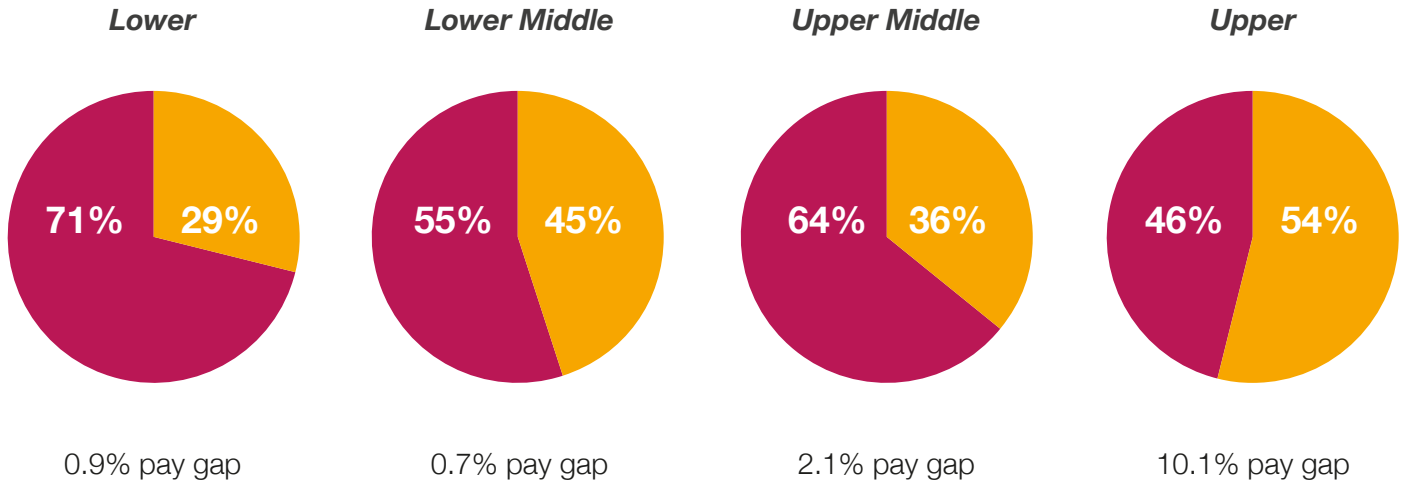
The above table also displays the % difference in average bonus payments (paid over 12 months) made to men and women.

Proportion of Co-Members awarded a bonus



Between the dates of **6th April 2016 – 5th April 2017**, a higher proportion of women were in receipt of a bonus payment than that of men.

Proportion in quartile pay band



The image above illustrates the gender distribution within 4 equally sized pay bands. Whilst we employ a greater number of women in each quartile, the **10.1% pay gap** in the upper quartile is explained by a higher proportion of male Board Directors with significant tenure and experience, which is reflected in their remuneration. If we discount the Board of Directors, the pay gap in the upper quartile becomes -1.8%

Declaration

We are confident that men and women are paid equally for doing equivalent jobs across our business. We are committed to reducing our gender pay gap and providing greater opportunity for our female Co-Members to progress into senior positions.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ian Nicholas

Ian Nicholas
Chief HR Officer