

WilliamReed.

William Reed Ltd.

Gender Pay Gap Report

Introduction

We are William Reed, the trusted digital, high value data and events business serving the food and drinks sector for over 160 years. We are committed to achieving and sustaining a culture that is fair and inclusive. Our values of 'Progressive, Passionate, Responsible & Trusted' are at the heart of our long-established organisation. We strive for an ambitious and supportive environment where everyone can belong and grow their skills and career.

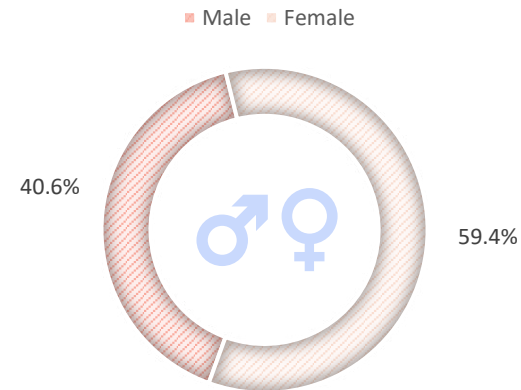
This report sets out the gender pay gap for William Reed Ltd (UK business only) for the snapshot date 5th April 2024.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The gender pay gap is distinct from the term *equal pay* that refers to the legal requirement for equality of pay for comparable jobs.

The national median gender pay gap is currently 13.1%.

William Reed Gender Demographics

59.4% of employees identify as female and 40.6% identify as male.



William Reed Gender Pay Gap

The mean gender pay gap is the percentage difference between the mean (average) hourly pay of women and the mean (average) hourly pay of men.

The median gender pay gap is the percentage difference between the median (midpoint) of women's hourly rate of pay and the median (midpoint) of men's hourly rate of pay.



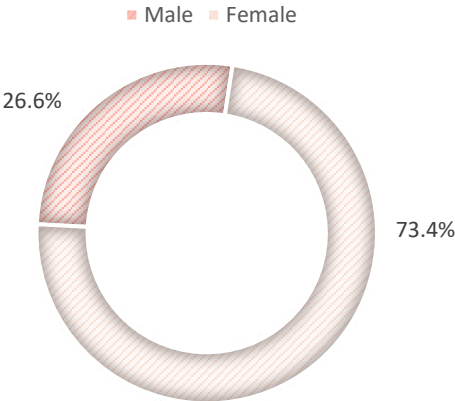
MEAN: 18.77%
MEDIAN: 16.28%



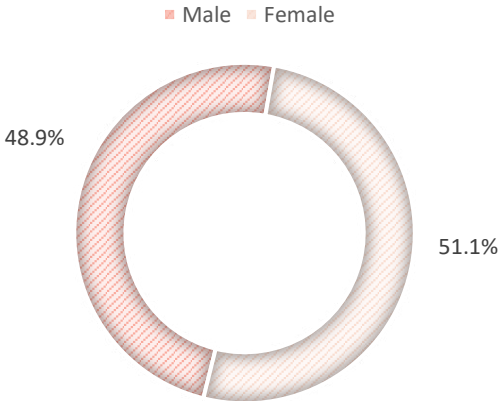
William Reed Pay Quartiles

The pay quartiles show the proportion of women and men in each 25% band - lower, lower-middle, upper-middle and upper quartile.

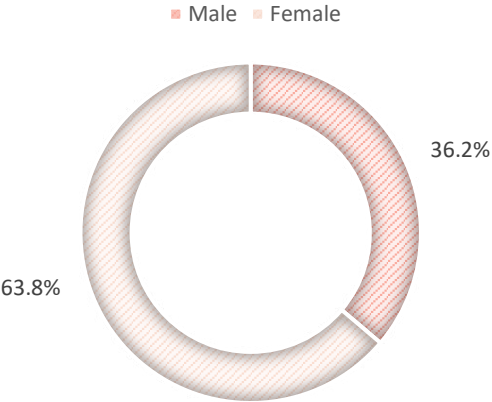
LOWER QUARTILE



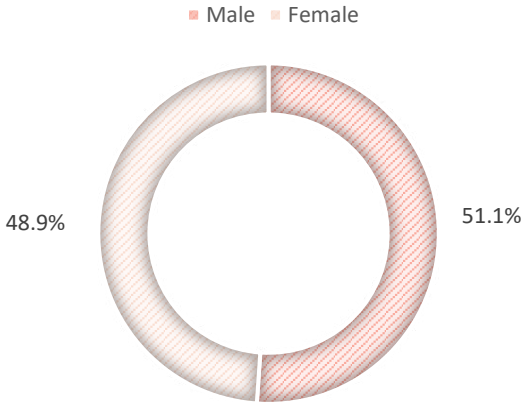
UPPER-MIDDLE QUARTILE



LOWER-MIDDLE QUARTILE



UPPER QUARTILE



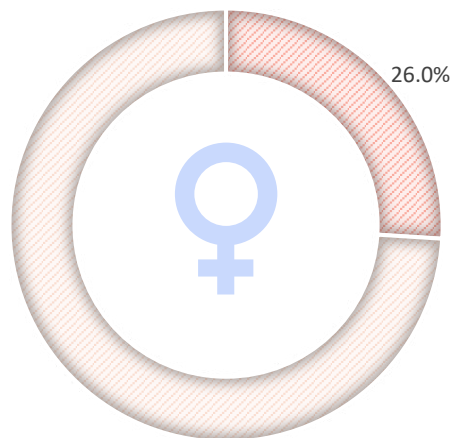
William Reed Bonus Gap

The percentage of men receiving bonus (out of total male employees) and the percentage of women receiving bonus (out of total female employees) in the 12 months preceding the snapshot date.

The median bonus gap is the difference between the median bonus pay paid to men who received a bonus in the 12 months preceding the snapshot date and that of women.

The mean bonus gap is the difference between the mean (average) bonus pay paid to men who received a bonus in the 12 months preceding the snapshot data and that of women.

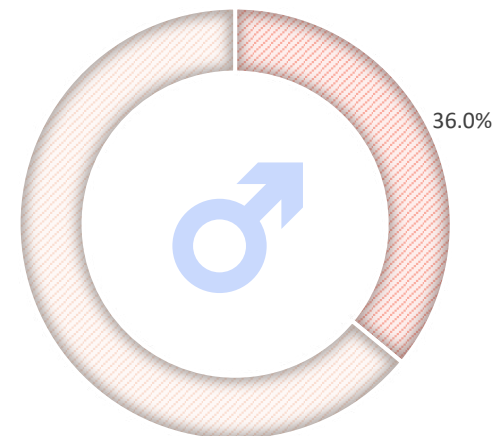
Women Who Received a Bonus



Mean bonus gap: 35.14%

Median bonus gap: 8.28%

Men Who Received a Bonus



Analysis of our gap:

We are currently in the process of analysing our data and this document will be updated soon.