

WilliamReed.

William Reed Ltd.

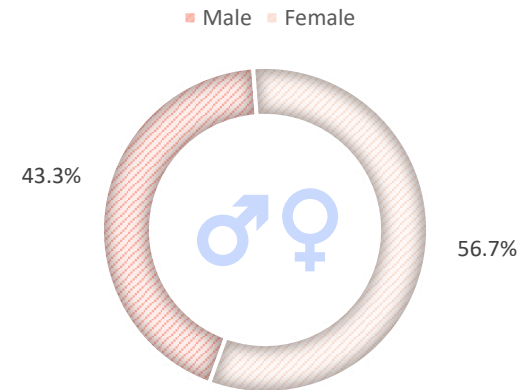
Gender Pay Gap Report

Introduction

This report sets out the gender pay gap for William Reed Ltd (UK business only) for the snapshot date 5th April 2025.

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 current national gender pay gap (median) is reported by ONS to be 12.8% (full and part time workers).

56.7% of employees identify as female and 43.3% 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.



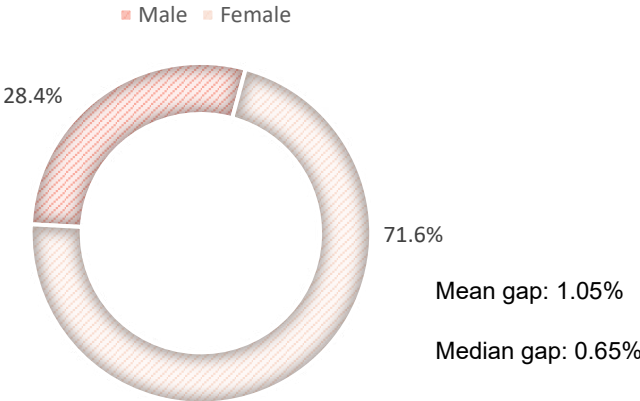
MEAN: 14.9%
MEDIAN: 17.5%



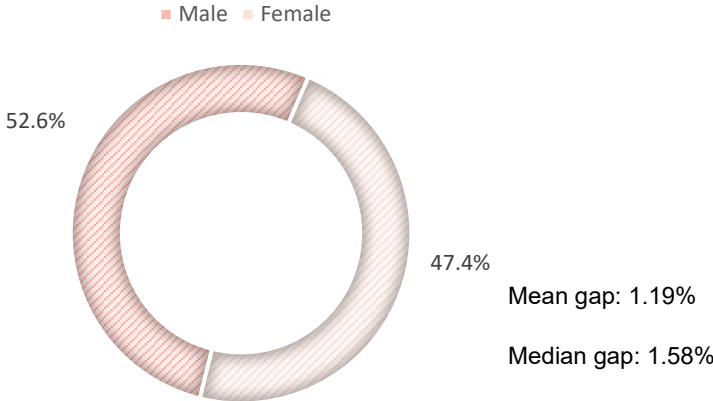
William Reed Pay Quartiles

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

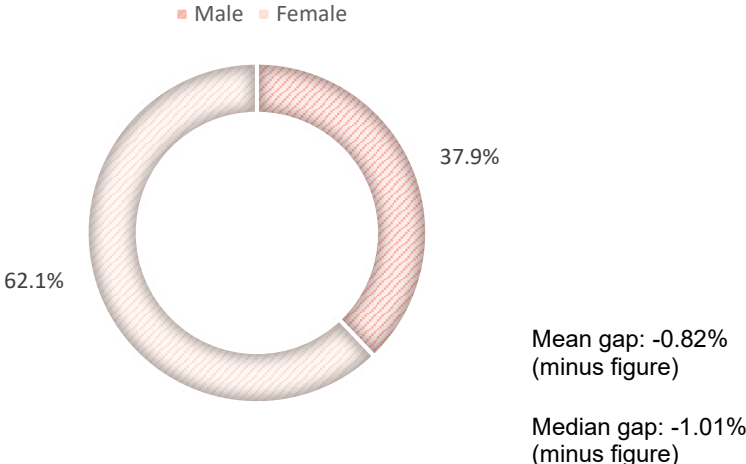
LOWER QUARTILE



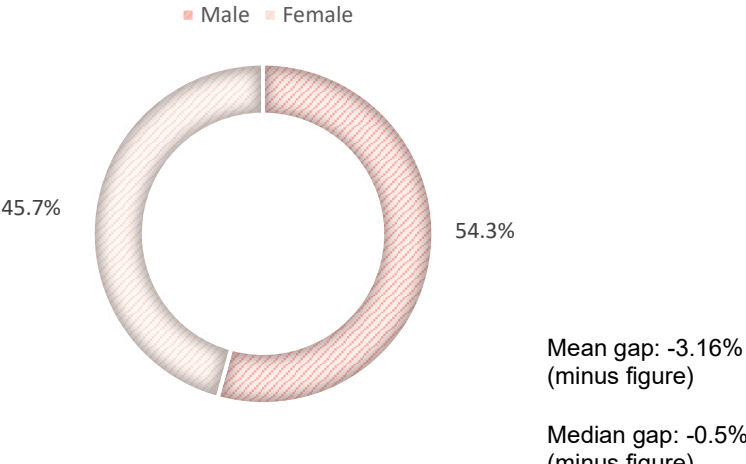
UPPER-MIDDLE QUARTILE



LOWER-MIDDLE QUARTILE



UPPER QUARTILE



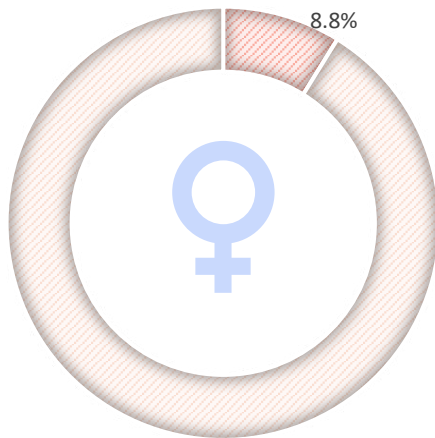
William Reed Bonus Gap

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.

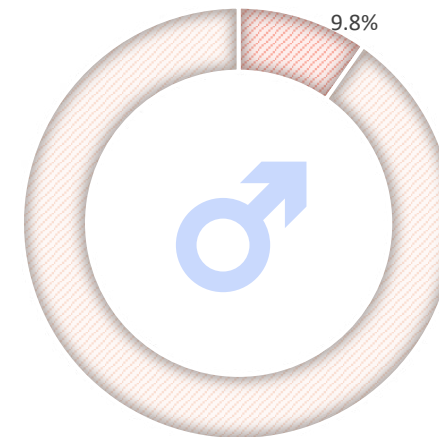
The median bonus gap is the difference between the median bonus pay paid to men who received a bonus in the 12 months preceding the snapshot date and that of women.

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



Men Who Received a Bonus



Mean bonus gap: 65%

Median bonus gap: 28%

William Reed's Commitment

We acknowledge the findings of our gender pay gap analysis and are committed to addressing the underlying factors contributing to the gap. Work is underway to develop a comprehensive action plan that strengthens our approach to pay equity, talent attraction & development, and representation at all levels. We will publish this plan in due course and are committed to ongoing transparency as we implement our actions.