



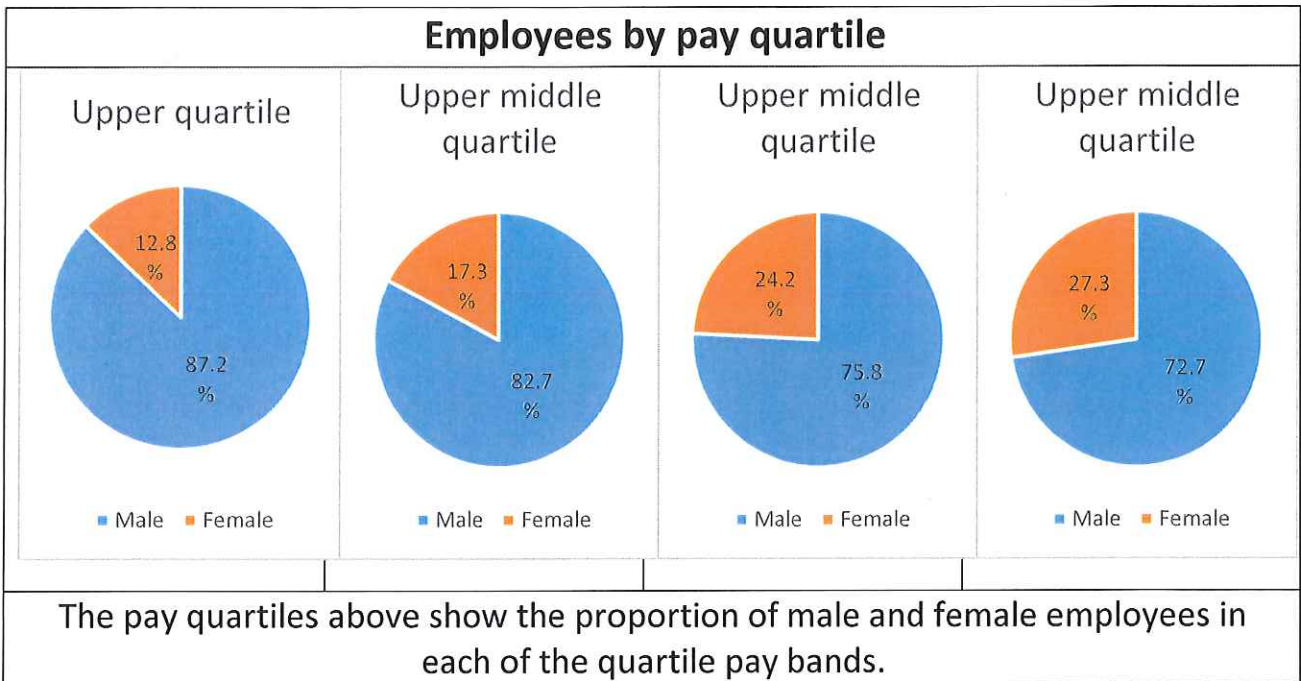
Reflex Labels Group – 2017 Gender Pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5th April 2017.

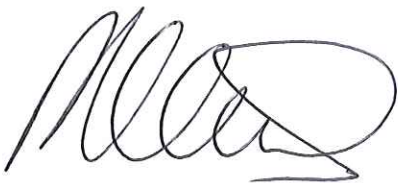
Hourly pay rate data	
Mean Gender Pay Gap	Median Gender Pay Gap
12.7%	18.1%

Bonus pay data	
Percentage of employees who received bonus pay	
Males 0% Females 0%	
Difference in bonus pay mean	Difference in bonus pay median
0%	0%

Employees by pay quartile



I confirm that the data provided is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Paul Pollard
HR and Compliance Director