



Reflex Labels Group – 2021 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 2021.

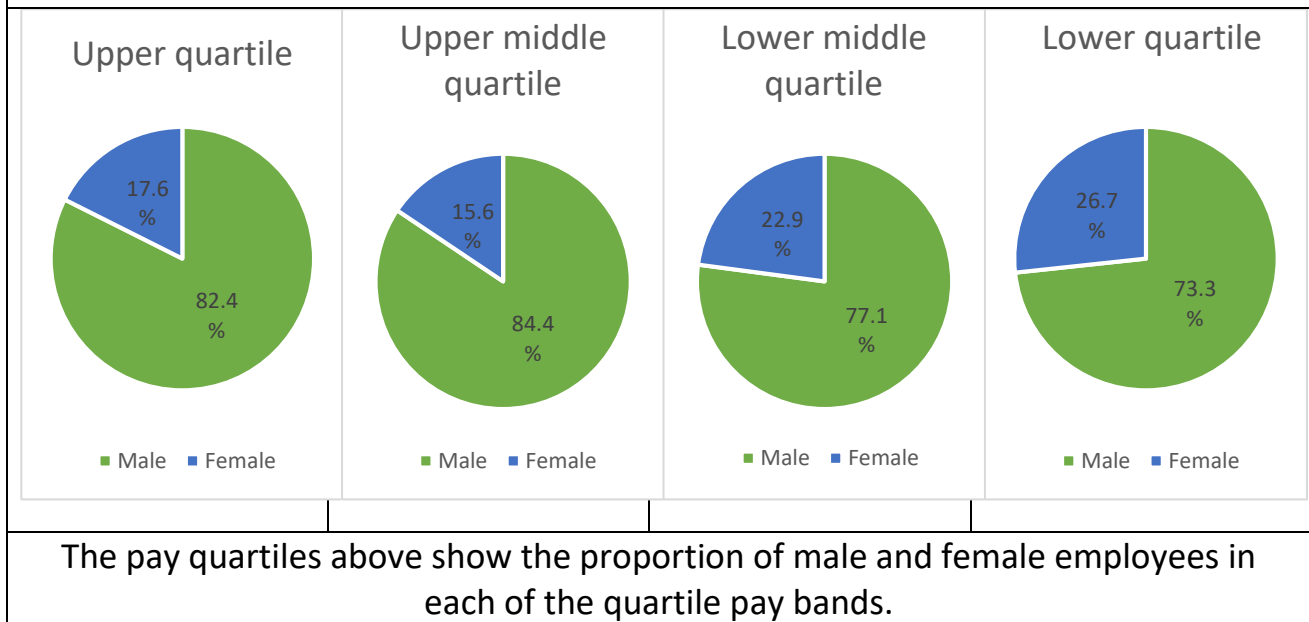
Hourly pay rate data	
Mean Gender Pay Gap	Median Gender Pay Gap
8.62%	9.44%

- This is a continued reduction in both mean and median gender pay gap on the previous year (mean 8.62% from 9.02% and median 9.44% from 10.89%)

Bonus pay data	
Percentage of employees who received bonus pay	
Males 79.5% Females 20.5%	
Difference in bonus pay mean	Difference in bonus pay median
-114.21% (in favour of females)	0 (equal male and female)

- Data shows males paid more bonuses than females, however females paid higher bonuses than males on mean average and median is equal.

Employees by pay quartile



- Compared to the previous year, less females (by %) are employed in the lower middle quartile and more females (by %) employed in the upper, upper middle and lower quartiles. The overall number of employees has increased this year compared to last year, with a higher % of female now employed compared to last year.
- We are a print manufacturing business that traditionally attracts more male applicants and employees to the print production area of operation, however our recruitment and selection policies and criteria do not discriminate against female applicants and employees. (Our total business for this data period comprised of 20.7% female and 79.3% male employees)

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
People and Compliance Director