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Reflex Group - 2025 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 based on employee data as at **5th April 2025**.

Hourly Pay Rate Data

- Mean Gender Pay Gap: 4.9%
- Median Gender Pay Gap: 3.4%

This represents a continued reduction compared to previous years.

Bonus Pay Data

- Percentage of employees who received bonus pay:
 - Female: **11.86%**
 - Male: **4.06%**
- Difference in bonus pay:
 - Mean: Female higher by ~100%
 - Median: Male higher by **15.4%**

Although fewer employees received bonuses overall, females were more likely to receive a bonus than males.

Employees by Pay Quartile

The pay quartiles below show the proportion of male and female employees in each quartile pay band:

Quartile	Male %	Female %
Upper	81.03%	18.97%
Upper Middle	78.89%	21.11%
Lower Middle	76.77%	23.23%
Lower	74.50%	25.50%

Workforce Composition: Female 22%, Male 78%





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Commentary

- The gender pay gap continues to narrow year-on-year.
- Females are more represented in lower quartiles but remain underrepresented in the upper quartile.
- Bonus distribution shows a higher likelihood for females to receive bonuses, though median bonus values favour males.

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

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