



## Reflex Labels Group – 2024 Gender Pay Gap Information

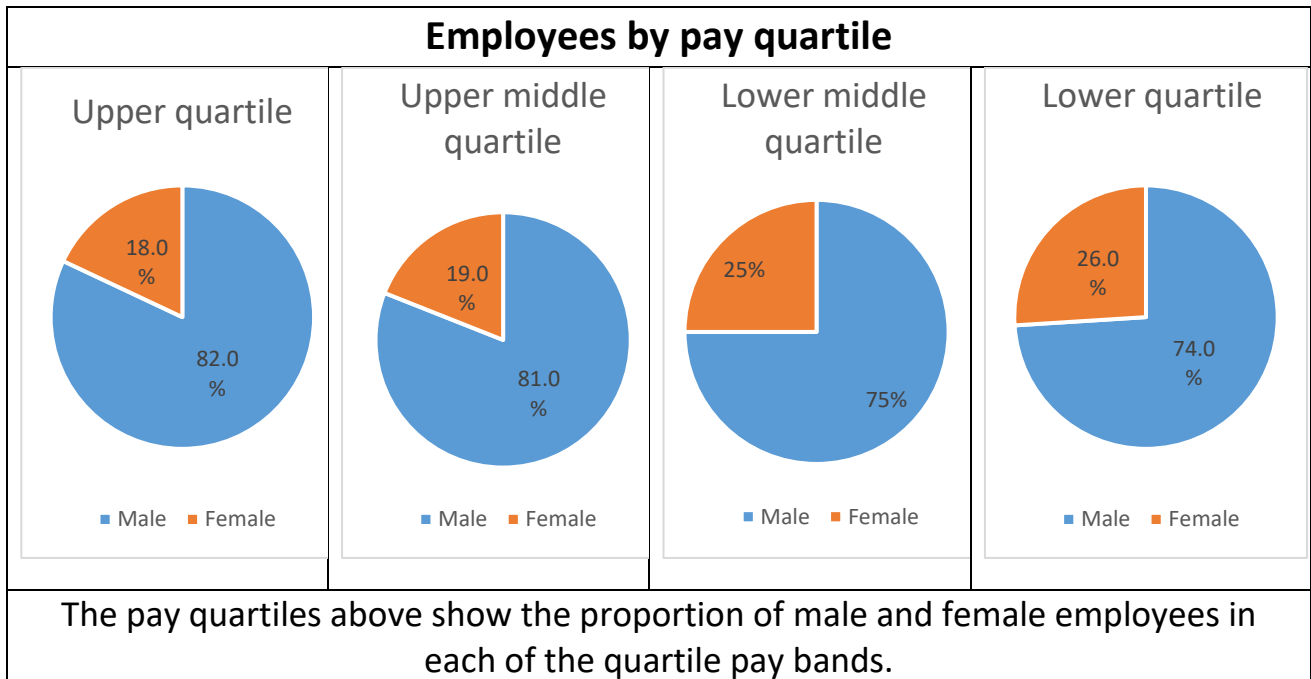
The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5<sup>th</sup> April 2024.

Hourly pay rate data	
Mean Gender Pay Gap	Median Gender Pay Gap
<b>5.2%</b>	<b>4.5%</b>

- This is a continued reduction in mean and a small increase in median gender pay gap on the previous year (mean 5.2% from 5.74% and median 4.5% from 4.09%)

Bonus pay data	
Percentage of employees who received bonus pay	
Males <b>78.0%</b> Females <b>22.0%</b>	
Difference in bonus pay mean	Difference in bonus pay median
<b>-32.2%</b> (higher bonus paid to female)	<b>0%</b> (equal male and female)

- Data shows more males paid bonuses than females, however female bonus are higher and median is equal.



- Compared to the previous year and following the same trend as the previous year, more females (by %) employed in all quartiles. The overall number of employees has decreased this year compared to last year, with a higher % of male now employed compared to last year, meaning the reduction in headcount is predominately in the female population.
- 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 22.1% female and 77.9% 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

**Alison Brown**  
**Head of People Services**