



## Reflex Labels Group – 2023 Gender Pay Gap Information

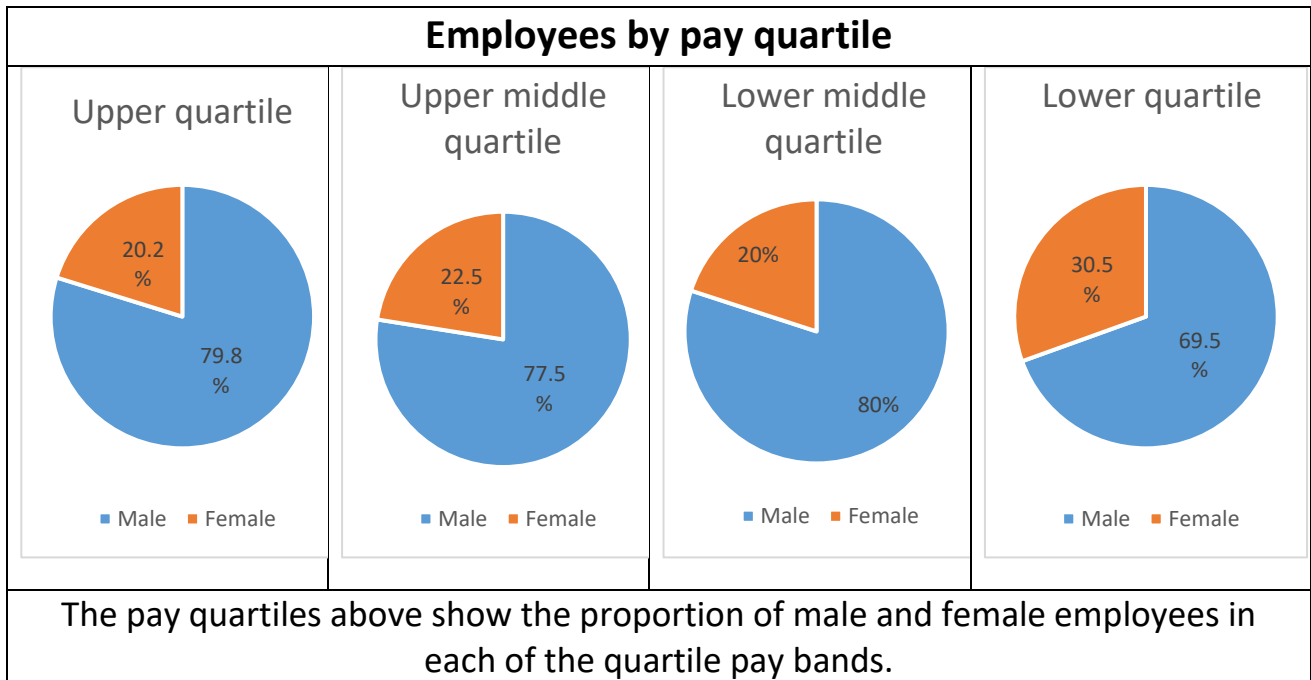
The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5<sup>th</sup> April 2023.

| Hourly pay rate data |                       |
|----------------------|-----------------------|
| Mean Gender Pay Gap  | Median Gender Pay Gap |
| <b>5.74%</b>         | <b>4.09%</b>          |

- This is a continued reduction in both mean and median gender pay gap on the previous year (mean 5.74% from 7% and median 4.09% from 7.82%)

| 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>-7.12%</b><br>(higher bonus paid to female) | <b>0%</b><br>(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, 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 decreased this year compared to last year, with a higher % of female now employed compared to last year, meaning the reduction in headcount is in the male 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 23.3% female and 76.7% 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**  
People Business Partner