

Reed Boardall

## The Reed Boardall Group Gender Pay Gap Report - Published April 2019

We are pleased to report that at Reed Boardall Group, we are continuing to foster a diverse and gender balanced workforce and once again meet the objectives of the Government's gender pay reporting legislation.

With our ongoing focus on quality and service, we remain committed to creating and retaining a talented and highly trained team from a wide range of cultural backgrounds who reflects the communities in which we live and work.

Across our cold storage and logistics operations in the UK, we have a gender pay gap of -1.50% (average) and a median (middle) gender pay gap of 4.03%. This is significantly better than the current national median average of 18.4%.

As a long established family business, we value the different experiences, skills, and views of our diverse workforce.

We also value the central role they play in enabling us to consistently provide an outstanding service to our customers.

### Marcus Boardall

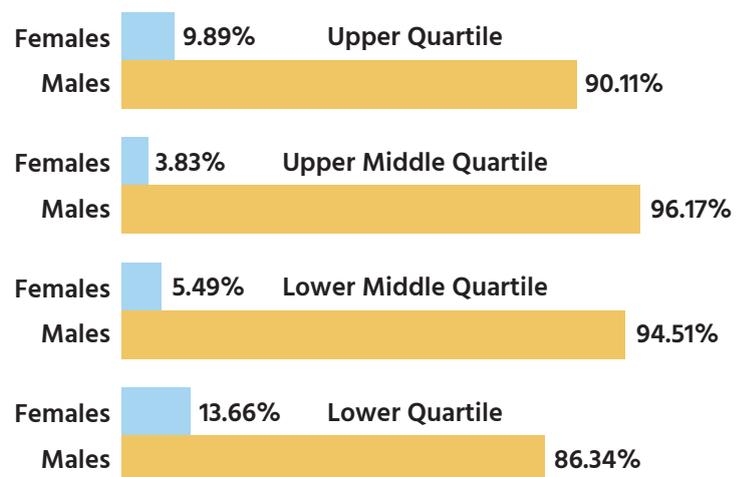
Deputy Chief Executive

### DIFFERENCE BETWEEN MEN AND WOMEN

	Mean (Average)	Median (Middle)
Gender Pay Gap	-1.50%	4.03%
Gender Bonus Pay	64.43%	0.00%

### PAY QUANTILES BY GENDER

Proportion of males and females when placed in four equally sized pay quartiles



### % OF EMPLOYEES RECEIVING A BONUS

	Bonus paid	No Bonus paid
Female	3.08%	96.92%
Male	1.02%	98.98%

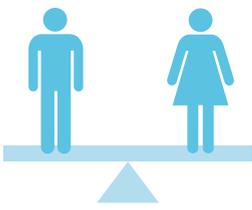
Information based on our 'snap shot' date of 4th April 2018

### Maintaining the Gender Balance

The Reed Boardall Group remains committed to providing equal opportunities and equal treatment to all employees in line with the Equality Act 2010. We do not and will not discriminate against anyone because of their sex, race, religion, age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, or sexual orientation.

We will continue our policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristics referred to above.





## The Reed Boardall Group Gender Pay Gap Report - Published April 2018

We are proud that at The Reed Boardall Group, we have successfully created a diverse workforce and meet the objectives of the Government's gender pay reporting legislation.

As a long established family business with a focus on quality and service, we are committed to creating and retaining a talented and highly trained team from a wide range of cultural backgrounds and reflects the communities in which we live and work.

Across our cold storage and logistics operations in the UK, we have a mean gender pay gap of -3.1% (average) and a median (middle) gender pay gap of 1.8%. This is significantly better than the current national median average of 18.1%.

We value the different experiences, skills, and views of our diverse workforce and recognise their vital role in enabling us to consistently provide an outstanding service to our customers.

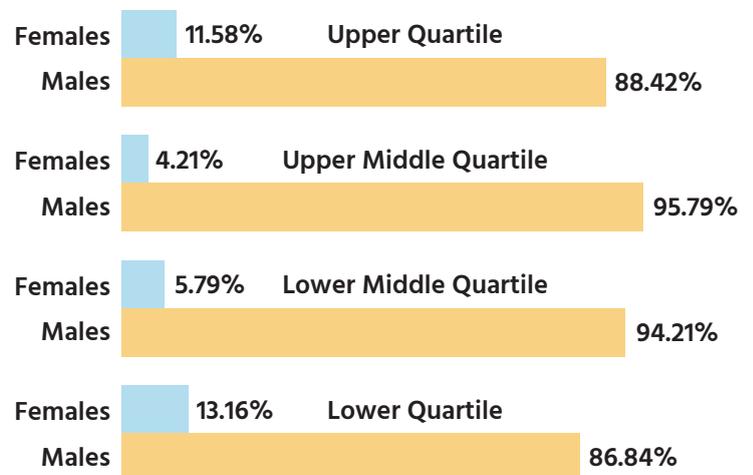
**Marcus Boardall**  
Deputy Chief Executive

### DIFFERENCE BETWEEN MEN AND WOMEN

	Mean (Average)	Median (Middle)
Gender Pay Gap	-3.1%	1.8%
Gender Bonus Pay	-166.6%	-5566.7%

### PAY QUANTILES BY GENDER

Proportion of males and females when placed in four equally sized pay quartiles



### % OF EMPLOYEES RECEIVING A BONUS

	Bonus paid	No Bonus paid
Female	4.29%	95.71%
Male	2.90%	97.10%

Information based on our 'snap shot' date of 5th April 2017

### Maintaining the Gender Balance

The Reed Boardall Group remains committed to providing equal opportunities and equal treatment to all employees in line with the Equality Act 2010. We do not and will not discriminate against anyone because of their sex, race, religion, age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, or sexual orientation.

We will continue our policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristics referred to above.

