

GENDER PAY GAP

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At Ralawise, we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities.



WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average pay of men and women. Having a gender pay gap is not unlawful, as various factors influence the gap, such as the types of roles women undertake and the demographics of the people at the company.

All UK companies employing 250 people or more are required to report on their gender pay gap for 2021 by 4th April 2022.

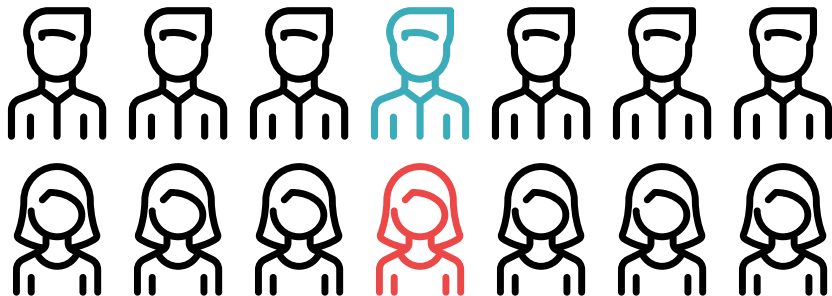


WHAT DO WE REPORT ON?

The regulations require organisations to: report on the mean and median gender pay gaps, the mean and median bonus gaps, confirm the percentage of men and women who received a bonus, and also provide details on the gender balance of the workforce based upon quartiles.

THE MEDIAN PAY GAP

A median is the midpoint of a population. So, simply: if you create two lines – one with all the women in a company, and the other with all the men – the median pay gap is the difference in pay between the middle person in each line.



THE MEAN PAY GAP

The mean pay gap is the difference between the average pay of men and women in a company.



OUR RESULTS

At Ralawise, we have over 500 people who play a vital part in making us a market leader in the clothing distribution market. The data used to compile these results was taken on 5th April 2021. At this time, 85% of our staff were eligible to be included in gender pay calculations (note: gender bonus pay calculations include all employees). During the period April 2020 to April 2021, when data was gathered for gender bonus pay calculations, the majority of bonuses were suspended due to the coronavirus pandemic. This could lead to some of the reporting for the year being atypical.

While our gender pay gap of 3.8% is significantly below the UK average of 15.4%, we still recognise there is more to do to close the gap.

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Our **mean** hourly pay for women is **10.78%** less than men (2020: 6.4%)

Our **median** hourly pay for women is **3.8%** less than men (2020: 6.3%)

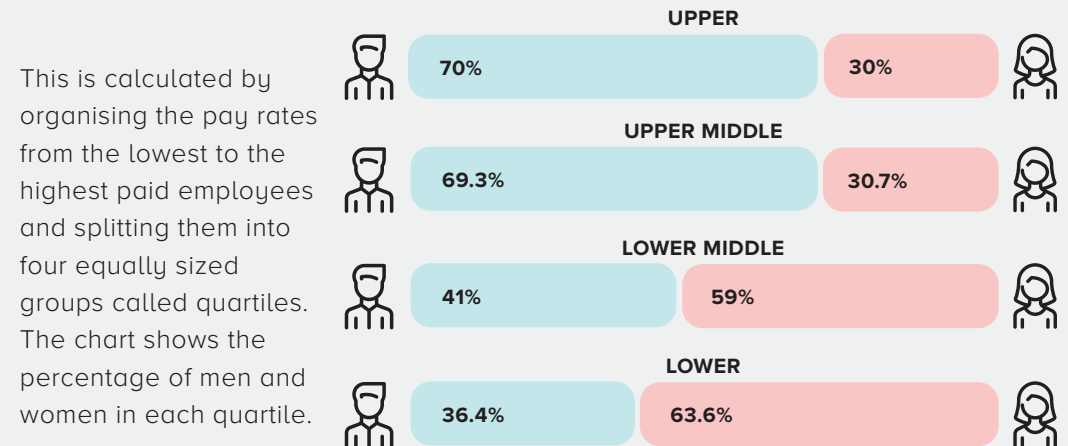
NATIONAL

The National **mean** hourly pay shows that women earn **14.5%*** less than men

The National **median** hourly pay shows that women earn **15.4%*** less than men

*Office for National Statistics provisional 2021 results

POPULATION PAY BY QUARTILES



THE GENDER BONUS PAY GAP

The gender bonus pay gap has increased since we last reported. In the main, this is due to bonuses being suspended, due to coronavirus, in the roles where packages are more bonus-driven – for example: sales, marketing and warehouse management.



The mean bonus pay gap is **16.32%** higher for men than that of women (2020: 7.3%)

The median bonus pay gap is **0%**, which reveals no gap between bonuses of typical male and female employees (2020: 0%)



PROPORTION OF MEN AND WOMEN PAID A BONUS

Rewarding our colleagues is important to us and every colleague has a part to play in contributing to the success of Ralawise. We believe it is important that everyone is rewarded fairly for the performance of our business. All eligible colleagues are enrolled in a sales and quality bonus scheme. However, this was suspended due to coronavirus, during this period, with bonuses limited to a smaller number of staff.



86% (2020: 93.6%)

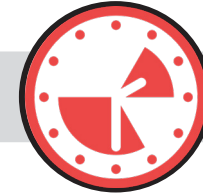
83% (2020: 92.4%)



WHAT ARE WE DOING?

Ralawise has always been a place for people to get on in their career, regardless of their gender, background or education. However, we continue to do more to help reduce the gender pay gap across our business. Some of our ongoing and future actions include:

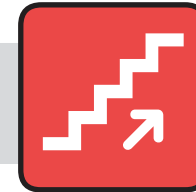
Offering a great deal of flexible working options.



Offering training and development programmes for all staff to spot upcoming talent across the business.



Supporting internal succession and providing opportunities for staff to be noticed and seconded to other departments.



Developing our social media presence and capability to appeal to a more diverse range of next-generation talent.



Challenging perceptions and offering new routes into our driving roles and our apprenticeship programmes.



Focusing on the candidate experience.

