



GENDER PAY REPORT

RIVER ISLAND



REPUBLIC OF IRELAND: SNAP SHOT 4 JUNE 2022

A NOTE FROM OUR CEO

This is the first time that we have completed a Gender Pay Gap report for the Republic of Ireland and we are pleased that the legislation now covers all our employees across the River Island estate.

Our colleagues make the difference to our customers day in, day out and we're committed to making River Island a place where everyone loves to work. This means being an inclusive employer that treats everyone fairly and with respect, and encourages colleagues to be themselves: #everyislandercounts.

In the ROI for 2022, our gender pay gap figures are; mean gender pay gap of 7.6% and median gender pay gap of 10.8%.

Our Bonus Pay Gap Mean was -100.4% meaning it is positively in favour of women. This year we paid bonuses to all eligible colleagues for the first time, and the majority of our ROI workforce are women. There is a broader range of job roles which women undertake, including higher salaried senior roles which is driving the positive mean bonus gap.

We are proud to have a strong representation of women in all pay quartiles, with our upper and upper middle quartile demonstrating a high number of females in our most senior roles. The percentage of women in each pay quartile is consistently above 75%. There is no dropping off of women in the top quartile which is more typically seen when reviewing wider statistics. This evidences that women are making it through to the top roles in ROI. We believe this is favourable to the norm but detailed benchmark data won't be available until all organisations have reported their figures. We are confident that the hourly pay ranges we set, enable men and women to be treated fairly and be paid equally for the same role and experience.

The diversity of our Islander community is something that we continue to encourage. As a business, we have worked hard to establish supportive internal communities to help everyone feel a strong sense of belonging. All Islanders can access support from these communities, which includes groups for parents and carers, LGBTQ+, women on the Island and neurodiverse Islanders. We are dedicated to ensuring everyone has the support they need to thrive when working at River Island.

As a family owned business, we proudly consider ourselves a family friendly place to work. In the past year, we have introduced improved family leave: offering enhanced pay for maternity, paternity and adoption, we have also implemented guidelines for paid time off during fertility treatment, to ensure colleagues can take time off without worrying about the impact to their finances or careers. To further support our Islanders, we have introduced new guidelines on baby and pregnancy loss, which includes paid time off for loss at any stage of pregnancy.

At River Island we actively listen to colleagues and customers to help us make improvements across all areas of the business. We will continue to work hard to continuously increase diversity, inclusion and equality across all levels of the business, and ensure that River Island remains a welcoming place for all who work here.

All the best,
Will Kernan

Will Kernan CEO.

GENDER PAY GAP EXPLAINED

Gender Pay Gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Equal pay is an employer's legal obligation to give men and women equal pay for equal work.

The Gender Pay Gap shows the difference between the average pay of all women compared to the average pay of all men within the organisation, regardless of the level or type of work carried out.

This means that the representation of male and female colleagues within our business will have an impact on the gender pay gap. As with many retail organisations, our gender pay gap at River Island is strongly influenced by the high percentage of female colleagues in our stores and the type of roles they undertake.

A positive figure indicates a pay gap in favour of men and a negative figure indicates a gap in favour of women.

HOW DO WE CALCULATE THE PAY GAP?

Calculating the mean: The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company and expressed as a percentage.

Calculating the median: The median is the middle point of a population. Imagine you had 2 rows; 1 of all the women's hourly rates of pay from highest to lowest, and in another row all the men's hourly rates of pay highest to lowest. The median pay gap is the percentage difference between the middle female's hourly rate of pay compared to the middle male's hourly rate of pay.



HOW DO WE CALCULATE THE BONUS PAY GAP?

We calculate the bonus gap based on the actual bonus paid to our colleagues in the 12 months prior to June 2022. This means that pro-rated amounts (rather than full-time equivalents) are used for part-time colleagues.

OUR WORKFORCE

We are proud to report a high percentage of female representation in the business with women accounting for 83.8% of our ROI workforce.

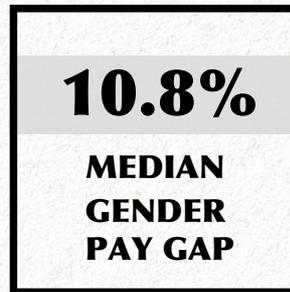
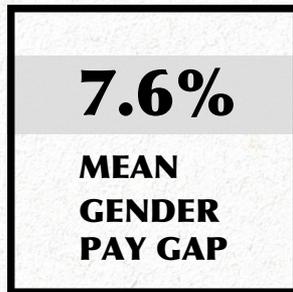
Women continue to be well represented at all levels across the business, with our most senior roles in ROI currently being held by women.



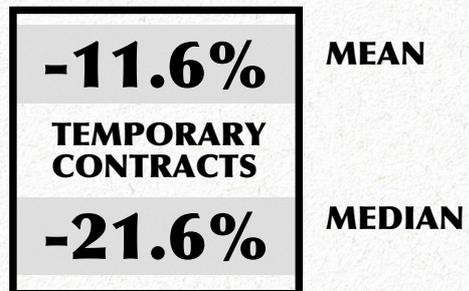
Gender Pay Gap regulations mean we must identify our people as either male or female. However, we recognise that gender identity is not binary, and we have adapted our people system so our colleagues can identify themselves as they prefer. We aspire to be a truly inclusive employer including supporting our non-binary and gender-fluid colleagues. We focus on this via our EDI strategy and our communities of support.

GENDER PAY GAP

Our mean gender pay gap is 7.6% and the median gender pay gap is 10.8%. During the reporting period, we increased the hourly rate of Sales Advisors by 9.9%, the majority of which are women.



Our mean gender pay gap for both full and part time colleagues show in favour of men. However, our data shows that this is influenced by overtime, (which must be included as part of the calculations). Overtime contributed to ordinary pay for 60% of our male colleagues, compared to 47% for our female colleagues.

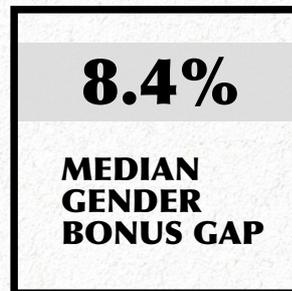
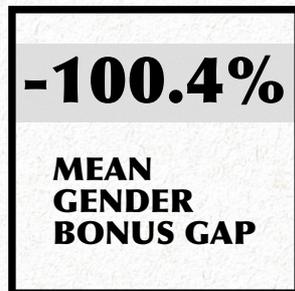


For part time workers, our mean and median pay gaps are in favour of men. These figures are again impacted by the difference in a higher uptake of overtime by men, versus women.

For our temporary workers, the mean and median gaps are in favour of women. Unlike our part time colleagues, 71% percent of temporary women have overtime contributed to their ordinary pay compared to 66% of temporary men, which has had a positive influencing factor to the pay gap within this group.

BONUS PAY GAP

Our mean bonus gap of -100.4%, meaning this is positively in favour of women for this reporting period. For the first time, all eligible colleagues across ROI River Island received a bonus.



Our median bonus gap is 8.4%, in favour of men. A contributing factor to this is tenure, as well as the overall smaller range of men receiving a bonus compared to women receiving a bonus.

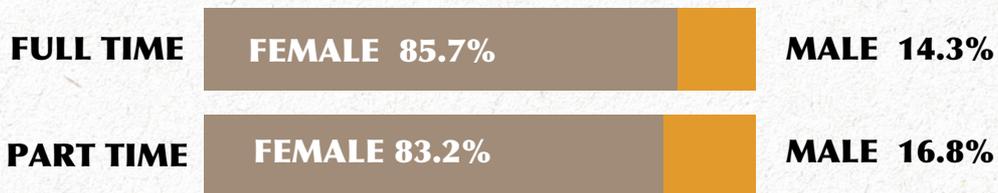


RECEIVING BONUS % 2022



Overall, 76.5% of the roles across our ROI business are part-time and women hold 76% of these. For part time employees, pro-rated amounts are used to calculate the bonus gap, rather than the full time equivalent, which drives a larger bonus gap.

FULL TIME & PART TIME SPLIT



BENEFITS IN KIND

Of our ROI workforce, 0.5% of our female colleagues receive benefits in kind, based on the seniority and requirements of their role (e.g. company car), which is driving this small percentage.



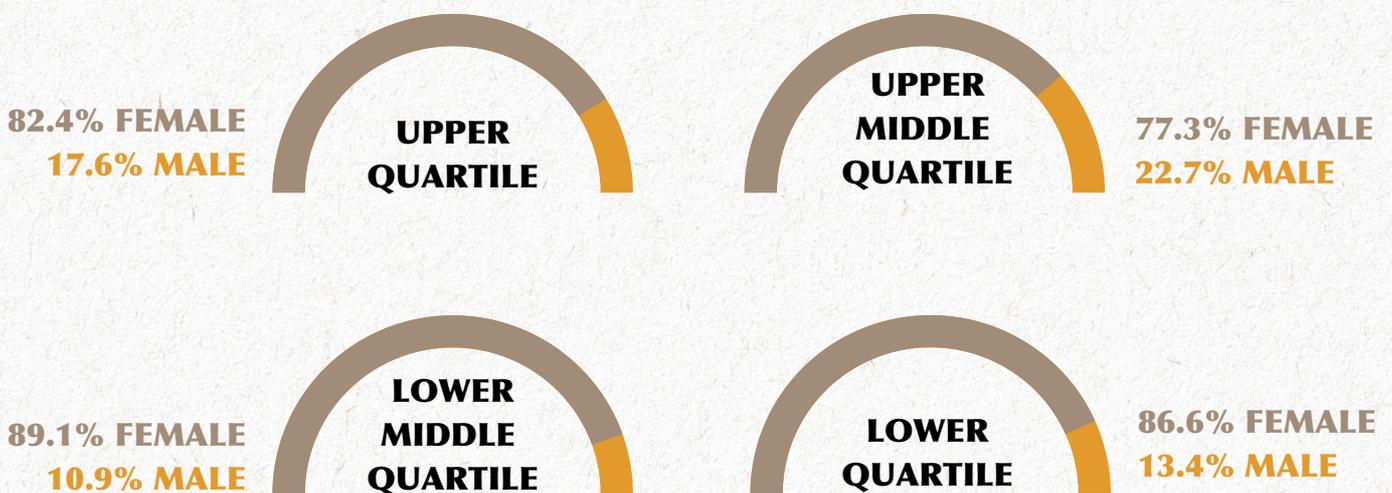
OUR PAY QUARTILES

The pay quartiles rank all colleagues' hourly pay across the business from lowest to highest and are divided into four groups. The lower quartile represents the lowest paid roles, typically our entry level roles, while the top quartile represents the most senior roles and therefore the highest paid roles.

Overall, we have a strong representation of women at all levels, particularly in the upper quartile and upper middle quartile, reflecting more females within senior roles. We do have a higher proportion of women in the lower and lower middle quartiles however we believe this is partly due to the ability to support flexible and part time working. We offer many varied contracts over a 7 day week which helps many women stay in the workplace.

We are committed to supporting everyone to develop and grow their career at River Island, and to continue the upward trend of female representation in senior leadership roles.

Whilst our results are generally positive, we are committed to maintaining and further improving this position and aim to increase the number of women through middle management and senior leadership roles in the wider business. We strive to remove any potential barriers that could prevent women from obtaining these roles, such as providing the right training, offering more flexible working opportunities in senior roles and getting feedback from our teams.



OUR PLANS AND PROGRESS

ATTRACTING TALENT

Throughout the whole hiring process, we are looking at ways to reduce potential unconscious bias.

Working closely with our partners, we are continuously reviewing and evolving our talent acquisition practices, helping us to attract a diverse range of talent for roles across the business.

CREATING OPPORTUNITIES TO GROW AND DEVELOP

We're providing wider opportunities through our Talking Performance programme and personal development plans to aid the development of our people and support their career journey with River Island.

We have recently changed our internal psychometric development tool to be more inclusive. We will be launching Insights Discovery in ROI in 2023 for our retail leaders. Insights is a tool which helps develop self-awareness and creates understanding of the range of personalities that exist in the team, leading to a much more inclusive culture.

We are developing an Emerging Leadership Development pathway for current and aspiring leaders in the business. The aim is to build inclusive leaders and to support development for anyone striving to be leaders in senior roles. The programme includes flexible learning resources accessible anytime and anywhere, with mentoring to help along the way and to propel them to the next level in the workplace.

CELEBRATING CULTURE

We celebrate a range of cultural moments by encouraging our colleagues to share their stories and experiences, creating a sense of belonging and learning.

We are always looking at ways to connect with our colleagues to understand more about their journey at River Island and how it can be even better.

REWARD

We are currently reviewing our total reward approach to ensure a model is in place that drives consistency and objectivity across our business. This will ensure we pay consistently and fairly when compared to market rates, creating a simple structure that rewards performance through evaluating each job and comparing this to an external benchmark.

To support our ROI workforce, we are also due to introduce the 2023 national minimum wage increase in December 2022, a month earlier than required.

IMPROVED FAMILY LEAVE OFFERING

In July 2022, we made substantial enhancements to our family leave offering to reflect our diverse modern families, creating a culture of inclusiveness across the business.

We now offer all eligible colleagues up to 14 weeks' paid maternity and adoption leave and up to 2 weeks' paid paternity leave. We have also introduced support for colleagues going through fertility treatment including paid time off.

The changes reflect our ongoing commitment to ensuring colleagues are supported through their journey to parenthood, without it impacting their careers and reducing financial pressures.

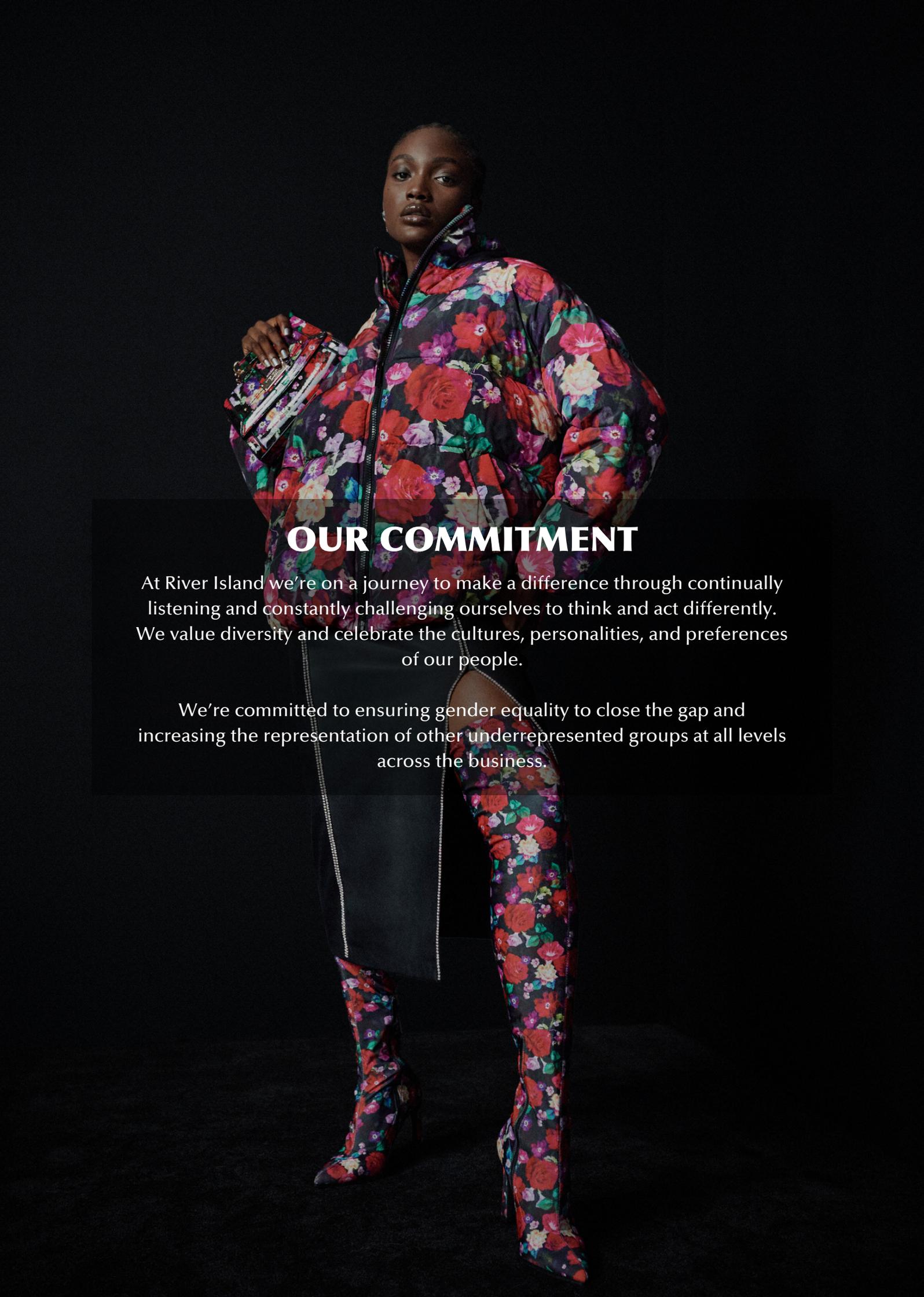
In addition, we have also introduced guidance around baby loss, including paid time off regardless of the stage of pregnancy. We are committed to supporting our colleagues at a time when they need it the most.

As part of the improvements, we have introduced family leave guidance for our People Managers, focused on how best to support their teams and create an inclusive working environment.

PARTNERSHIPS

We have continued to build on our partnerships and identify external partners that will support us to educate and develop our leaders and people managers, equipping them with the skills and knowledge needed to continue to build caring and inclusive teams.

Diversity and Inclusion is supported through annual surveys which help to provide insight across retail, and we have translated many of these findings into actions. We have signed up to the British Retail Consortium Diversity and Inclusion charter, which helps inform our Diversity and Inclusion strategy across the whole business.



OUR COMMITMENT

At River Island we're on a journey to make a difference through continually listening and constantly challenging ourselves to think and act differently. We value diversity and celebrate the cultures, personalities, and preferences of our people.

We're committed to ensuring gender equality to close the gap and increasing the representation of other underrepresented groups at all levels across the business.