

GENDER PAY GAP

RALAWISE

At Ralawise, we want to ensure everyone is rewarded fairly for their work and enjoys equal 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 2025 by 5th April 2026.

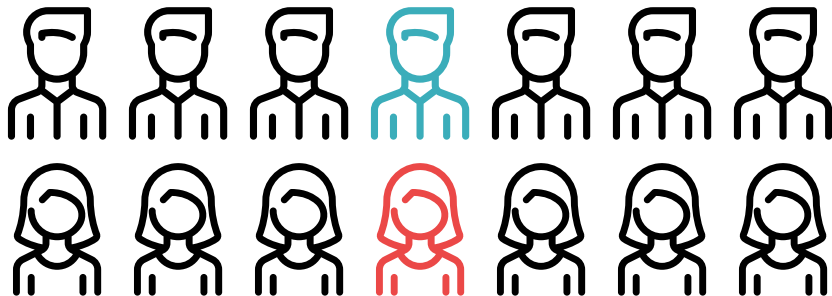


WHAT DO WE REPORT ON?

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

Ralawise 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 2025.

At this time, 75% of our staff were eligible to be included in gender pay calculations (note: gender bonus pay calculations include all employees).

While our gender pay gap of 1.2% is significantly below the UK average of 6.9%, we still recognise there is more to do to close the gap.

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Our **mean** hourly pay for women is **0.8%** less than men (2024: 8.5%)

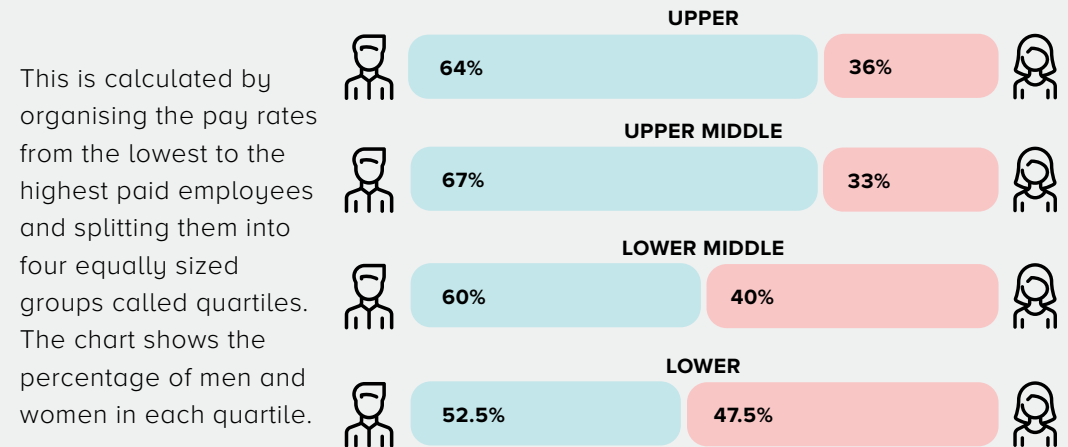
Our **median** hourly pay for women is **1.2%** less than men (2024: 2.2%)

NATIONAL

The national **median** hourly pay shows that women earn **6.9%*** less than men

*Office for National Statistics provisional 2025 results

POPULATION PAY BY QUARTILES



THE GENDER BONUS PAY GAP

The mean gender bonus pay gap has reduced since we last reported, indicating an improvement in overall bonus outcomes.



The mean bonus pay gap is **18.2%** higher for men than that of women (2024: 20.1%)

The median bonus pay gap is **-3.1%**, which shows that typical bonus payments are broadly aligned and now slightly favour women.



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.



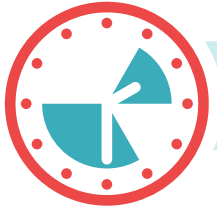
93.8% (2024: 96.2%)

95.6% (2024: 96%)



WHAT ARE WE DOING?

At Ralawise, we are committed to creating an inclusive workplace where everyone has equal opportunity to develop, progress and succeed. While we have made strong progress in reducing our gender pay gap we recognise that workforce composition and representation at different levels of the organisation continue to influence our results. Our focus is therefore on sustaining progress while improving gender balance across all areas of the business.



FLEXIBILITY

We offer flexible working options to support colleagues in balancing work and personal commitments, helping to improve retention and ensure career progression remains accessible to all.

TALENT & PROGRESSION

We are strengthening our talent and succession planning to support career development and progression. Our focus is on:

- Increasing representation in senior and higher paid roles
- Supporting development through mentoring and career pathways
- Building a diverse pipeline through early careers programmes



RECRUITMENT

We continue to review our recruitment practices to ensure they are fair, inclusive and accessible. We are also exploring ways to broaden attraction to operational roles such as night shift and FLT positions, which are currently predominantly male.



REWARD AND MONITORING

We regularly review pay and bonus outcomes to ensure fairness and consistency and we monitor gender representation across the organisation to track progress.



LOOKING AHEAD

We are encouraged by the progress made this year and remain committed to building a more balanced and inclusive workforce.

