

# GENDER PAY GAP

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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 2022 by 5th April 2023.

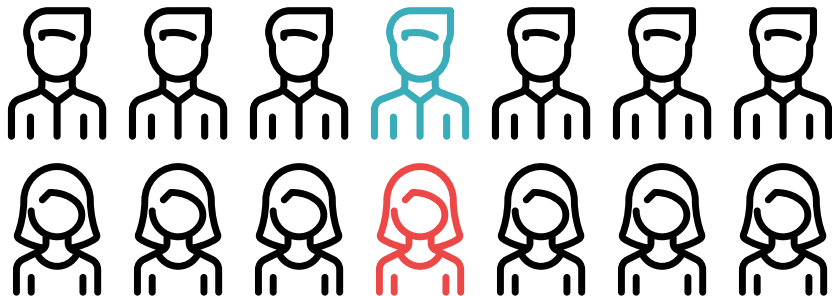


## WHAT DO WE REPORT ON?

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 2022.

At this time, 72% 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 3.9% is significantly below the UK average of 14.9%, we still recognise there is more to do to close the gap.

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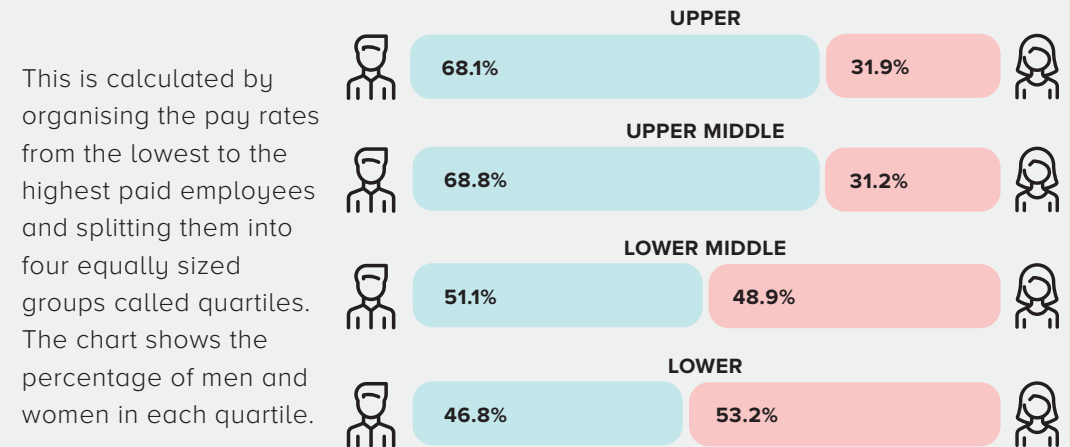
Our **mean** hourly pay for women is **10.1%** less than men (2021: 10.7%)

Our **median** hourly pay for women is **3.9%** less than men (2021: 3.8%)

## NATIONAL

The national **median** hourly pay shows that women earn **14.9%\*** less than men

## POPULATION PAY BY QUARTILES



## THE GENDER BONUS PAY GAP

The gender bonus pay gap has reduced since we last reported. In the main, this is because bonuses were suspended in 2021, due to the COVID-19 pandemic, in the roles where packages are more bonus-driven – for example: sales, marketing and warehouse management.

The mean bonus pay gap is **3.1%** higher for men than that of women (2021: 16.3%)

The median bonus pay gap is **0%**, which reveals no gap between bonuses of typical male and female employees (2021: 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 the COVID-19 pandemic, when data was gathered for last year's report.

**94%** (2021: 86.0%)

**95%** (2021: 83.0%)

# 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:

## FLEXIBILITY



Offering a great deal of flexible working options – hybrid working has become an integral part of our working practices

## TALENT MANAGEMENT

Implementing new technology to support performance, goals and succession, enabling better visibility of our talent pipeline, succession plans and gaps

Embedding new technology to better enable managers to focus on quality conversations with employees, discussing performance, behaviours, feedback and wellbeing

Further embedding our development programmes to build a strong pipeline of future operational leaders, offering individually focused development and career guidance



## RECRUITMENT

Embedding the new recruitment model to further promote diverse and inclusive recruitment activity

Developing apprenticeship programmes to be attractive to a diverse population

Continuing to focus on the candidate experience

