

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 2024 by 5th April 2025.

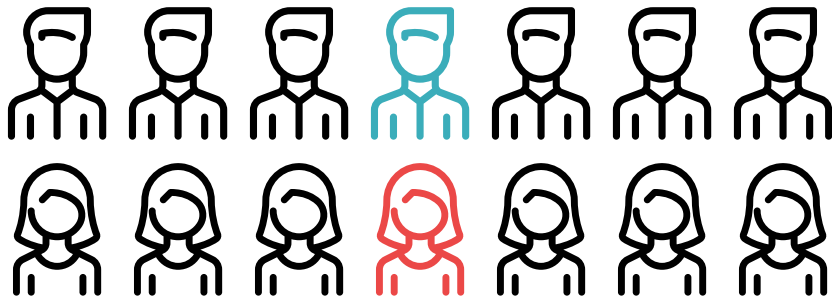


WHAT DO WE REPORT ON?

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 employ 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 2024.

At this time, 76% 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 2.2% is significantly below the UK average of 7.9%, we still recognise there is more to do to close the gap.

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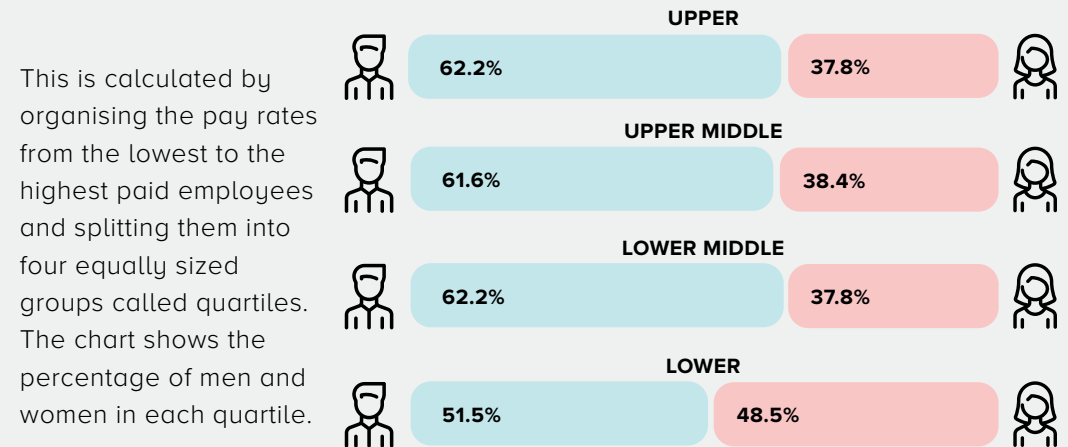
Our **mean** hourly pay for women is **8.5%** less than men (2023: 10.4%)

Our **median** hourly pay for women is **2.2%** less than men (2023: 4.3%)

NATIONAL

The national **median** hourly pay shows that women earn **7.9%*** less than men

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 larger than average one off bonus payments.



The mean bonus pay gap is **20.1%** higher for men than that of women (2023: 12.4%)

The median bonus pay gap is **0%**, which reveals no gap between bonuses of typical male and female employees (2023: 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.



96.2% (2023: 97.1%)

96% (2023: 98.1%)



WHAT WE ARE 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:



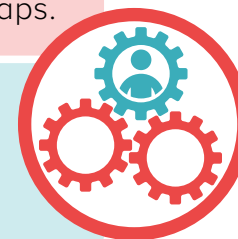
FLEXIBILITY

We offer a variety of flexible working arrangements, with part-time and full-time opportunities available throughout the company.

TALENT MANAGEMENT

We continuously develop new technology to enhance performance, goal-setting and succession planning, providing greater visibility into our talent pipeline, succession strategies and potential gaps.

We remain committed to developing programmes which cultivate a strong pipeline of future operational leaders, providing personalised development and career guidance. Our ongoing graduate programme continues to attract talent from diverse backgrounds while creating opportunities for all our people to thrive.



RECRUITMENT

We are continuously enhancing our recruitment model to further drive diverse and inclusive hiring practices.

We remain committed to enhancing the candidate experience.

