



GENDER PAY GAP

[RALAWISE.COM](https://www.ralawise.com)

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 2020 by 5th October 2021.



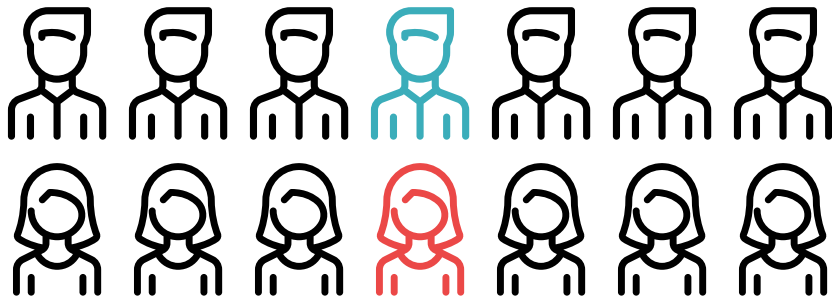
WHAT DO WE HAVE TO REPORT ON?

The regulations require organisations to report on the mean and median gender pay gap, the mean and median bonus gap, confirm the percentage of men and women who received a bonus, and also provide details on the gender balance of our 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 gender pay gap is the difference between the average pay of men and women in a company.

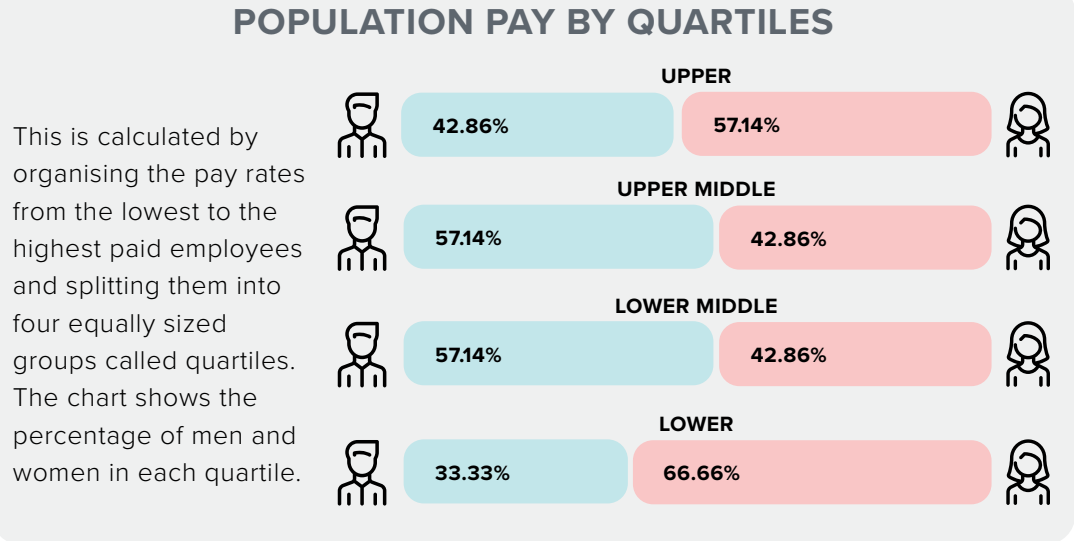
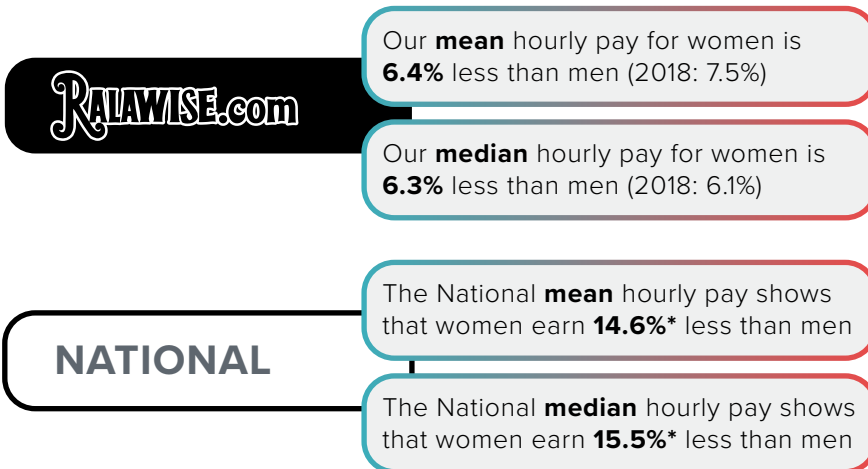


OUR RESULTS

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 2020 at a time when 95% of our staff were on furlough leave due to the Coronavirus pandemic. This has meant that only the 5% remaining were eligible to be included in gender pay calculations (note: gender bonus pay calculations include all employees).

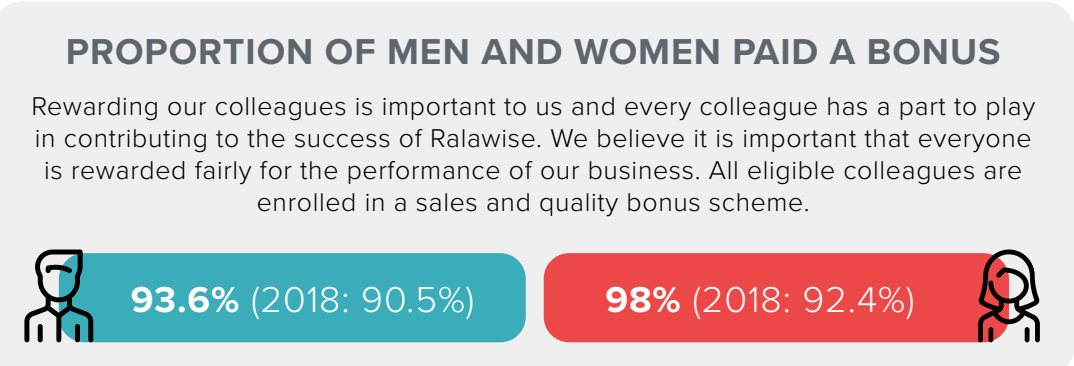
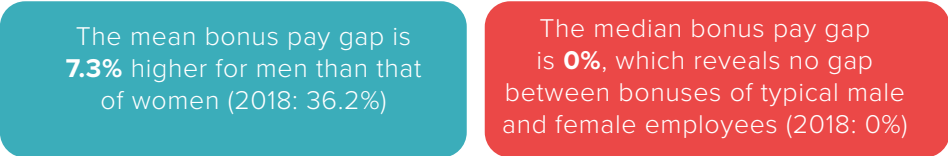
This could lead to some of the reporting for the year being atypical.

While our gender pay gap of 6.3% is significantly below the UK average of 15.5%, we still recognise there is more to do to close the gap.



THE GENDER BONUS PAY GAP

The gender bonus pay gap has reduced dramatically since we last reported, but still remains due to a higher proportion of male colleagues to females in the roles where packages are more bonus-driven – such as sales, marketing and warehouse management.

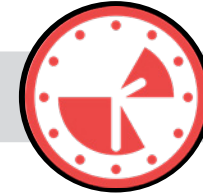


*Office for National Statistics provisional 2020 results

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:

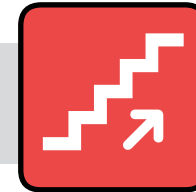
Offering a great deal of flexible working options.



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



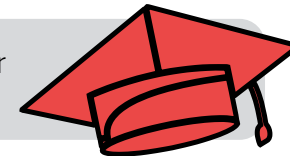
Supporting internal succession and providing opportunities for staff to be noticed and seconded to other departments.



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.

