

A photograph of two women walking and laughing on a city street. The woman on the left has long blonde hair and is wearing a bright green blazer over a black and white patterned top. The woman on the right has short dark hair and is wearing a dark olive green top and light pink trousers. They are both smiling broadly. The background shows a city street with buildings, trees, and a street lamp. The image has a dark, semi-transparent overlay.

# GENDER PAY REPORT

SNAPSHOT DATE: APRIL 2021

RIVER ISLAND

# A NOTE FROM OUR CEO

## “WE CAN SAY WITH CERTAINTY THAT TODAY THERE IS NO GENDER PAY GAP FOR PEOPLE IN LIKE FOR LIKE ROLES”

We are proud that our 2021 results keep us in a strong position, with our pay gaps trending below the national average once again.

It is worth noting that at the snapshot date of 5 April 2021, 34% of our workforce were on furlough due to pandemic regulations and not on full pay. It is, therefore, important to highlight that the statutory gender pay gap for 2021 is not representative of the normal position for River Island.

Whilst our deeper analysis shows no clear areas of concern, we are committed to continuing to ensure our female colleagues and candidates are given opportunities at all levels of the organisation, through talent, succession and career planning.

We continue to work hard through talent acquisition and development programmes to ensure that we reflect our demographics, and we continue to invest to ensure teams have the skills and attributes they need to achieve their full potential. This year, we have also invested in a new Candidate Management System, which allows us to blind sift candidates and ensure that we are attracting and including a diverse talent pool for all positions, in particular our senior roles.

Diversity at all levels, including diversity in our partnerships in sourcing talent, remains a key priority for us. We have independently audited our recruitment processes, and trained the leadership teams in partnership with Blueprint For All. We continue to partner with their advisory services to enable continuous improvement across the whole diversity spectrum.

As part of our ongoing strategy, we continue to review the market competitiveness of our reward packages, ensuring consistency at all levels of the organisation and the market, to ensure we continue to reward all colleagues equitably.

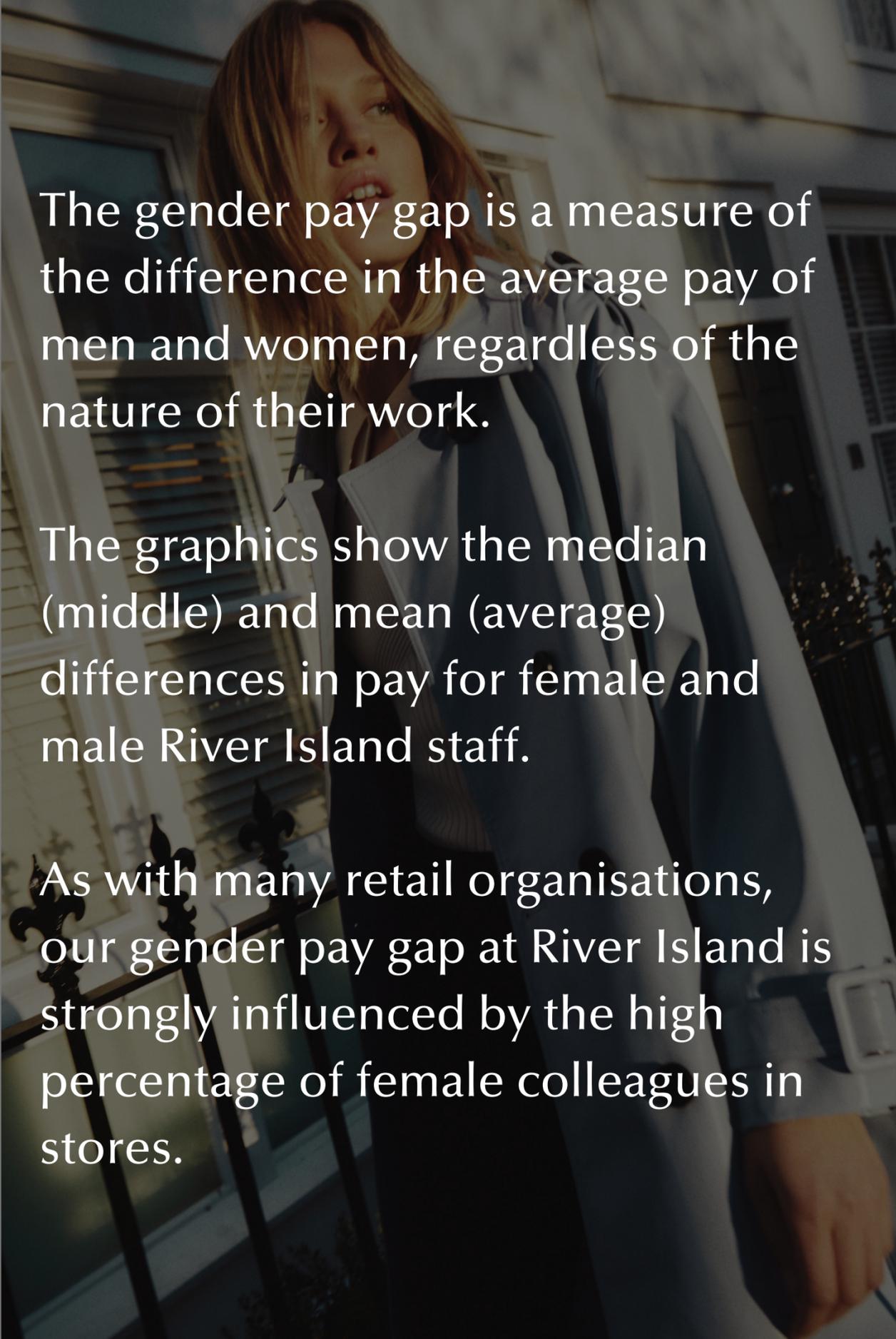
I am proud that we can say with certainty that today there is no gender pay gap for people in like for like roles.

We always aim to ensure fairness, equity and consistency. I can confirm that the data published in this report is accurate, and we will continue to build on our success in maintaining River Island as a truly unique and welcoming place to work for everyone.

All the best.



Will Kernan CEO.



The gender pay gap is a measure of the difference in the average pay of men and women, regardless of the nature of their work.

The graphics show the median (middle) and mean (average) differences in pay for female and male River Island staff.

As with many retail organisations, our gender pay gap at River Island is strongly influenced by the high percentage of female colleagues in stores.

# GENDER PAY GAP

Median



Mean



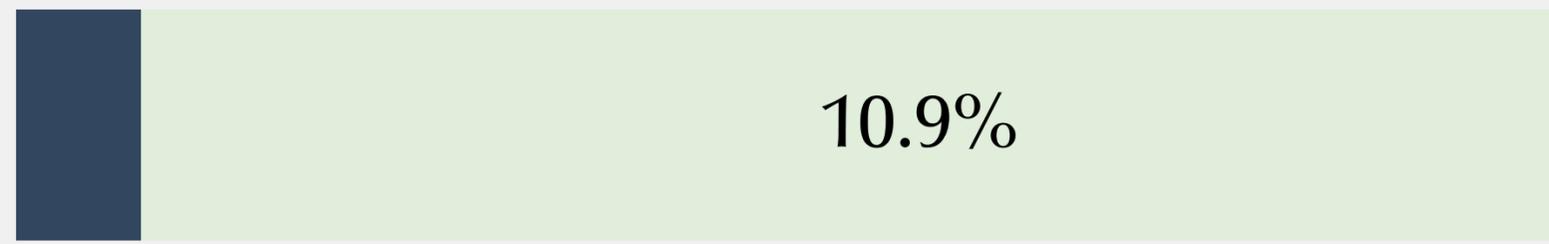


# UK MEDIAN GENDER PAY GAP AND OUR RESULTS

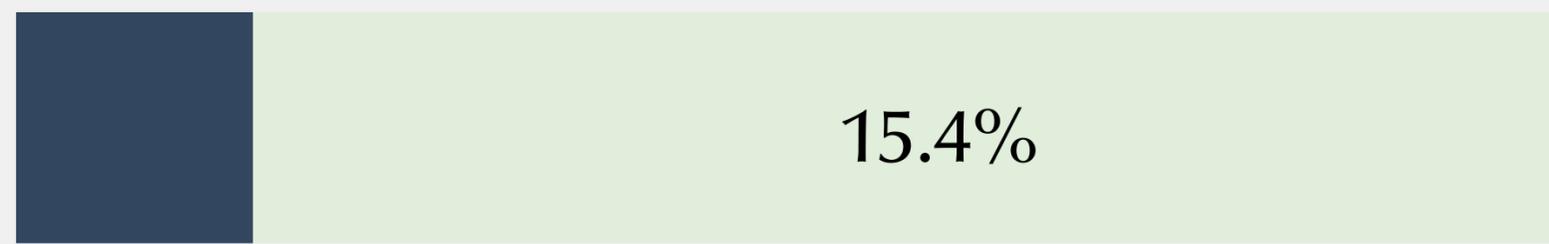
At River Island, we welcome and celebrate the individuality and diversity of our people #everyislandercounts.

We are pleased to report the River Island median gender pay gap for this reporting period is 10.9%, which is lower than the UK median gender pay gap of 15.4%.

River Island



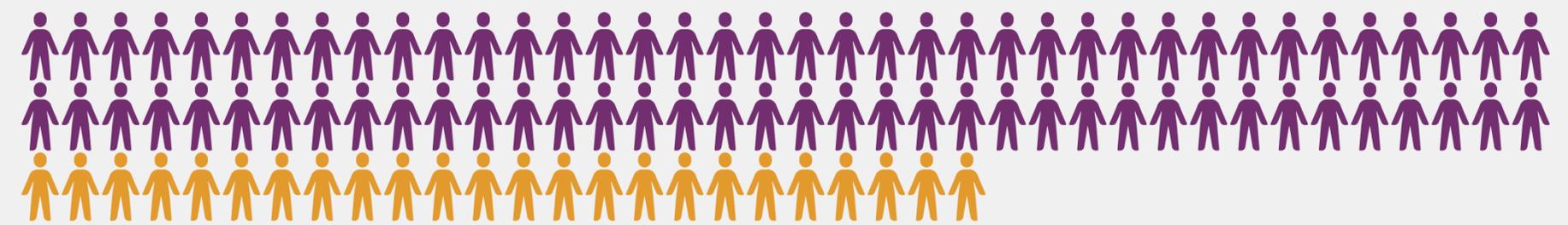
UK



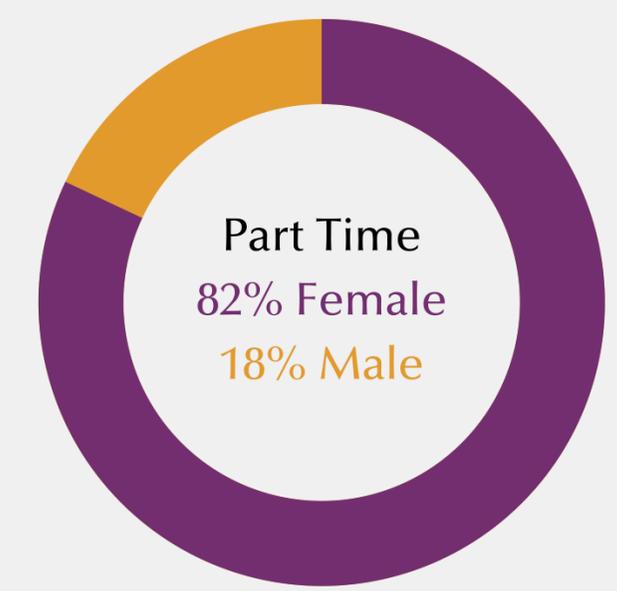
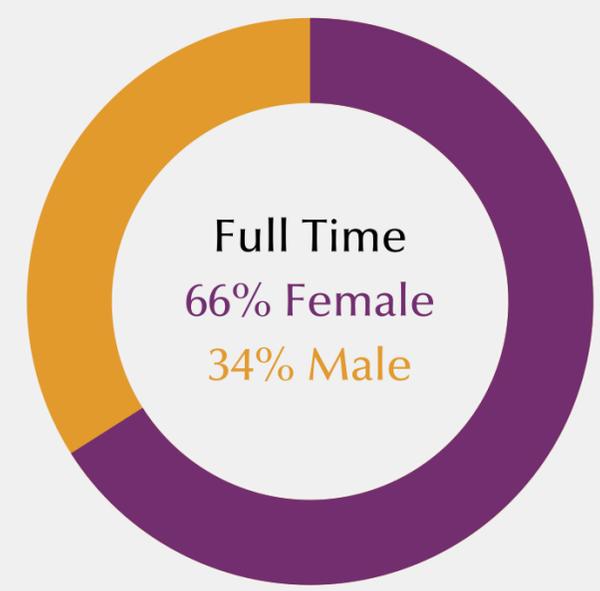


# OUR DEMOGRAPHIC

We are proud that 76% of our River Island family are women and are well represented at all levels of the business.



# FULL TIME & PART TIME SPLIT





## OUR COMMITMENTS

Underpinned by the Equality Act 2010, our aim is to be an employer that values diversity and celebrates the cultures, personalities and preferences of our people.

We continue to partner with Blueprint For All and align with the British Retail Consortium's Better Jobs Diversity and Inclusion Charter, to evolve our policies around equality, diversity and inclusion.

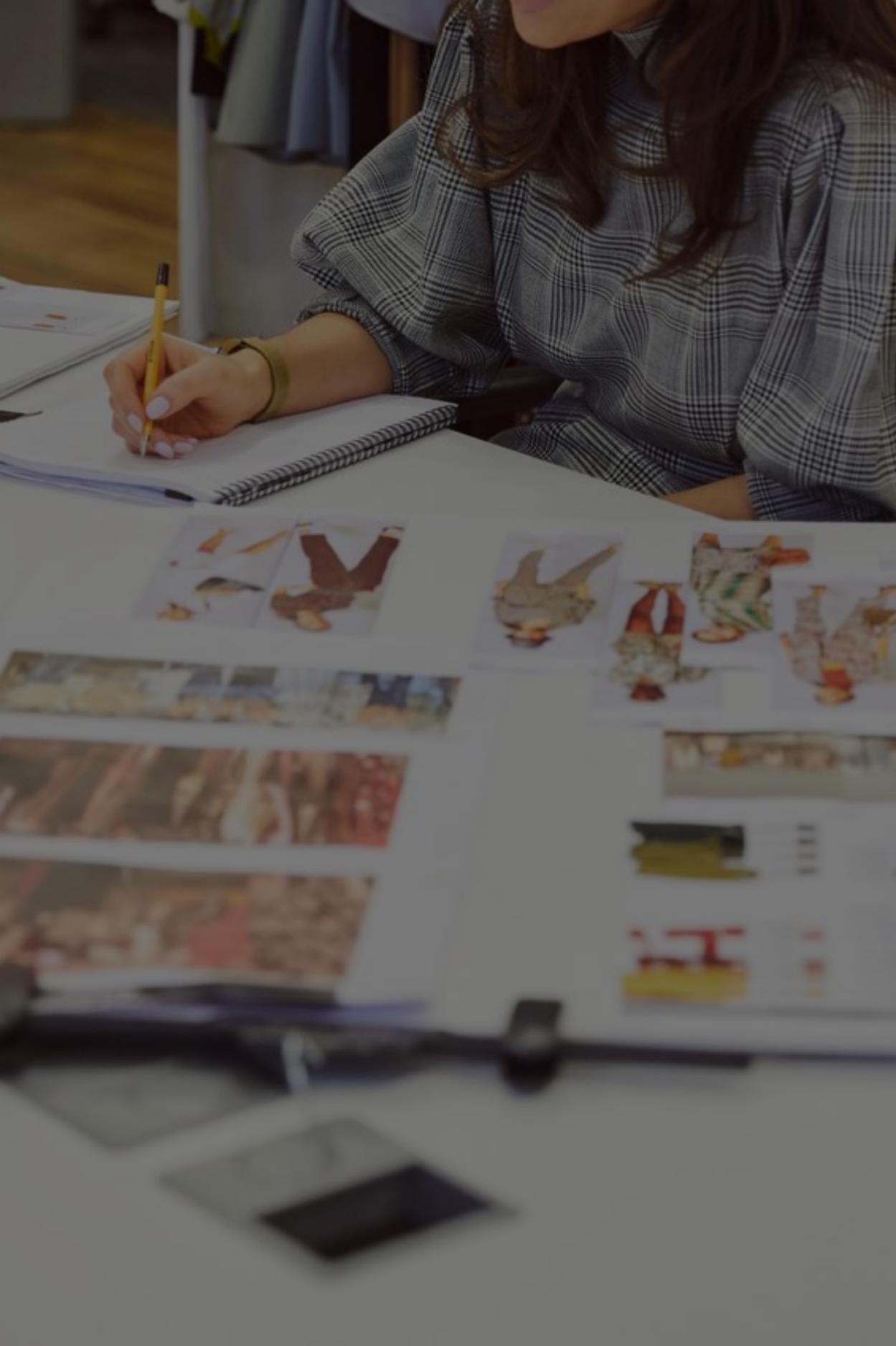


# OUR SUCCESS

The appointment of 7 new female 'Director of' roles out of 11 vacancies, supported by an emerging leaders' programme to develop board and leadership skills for future board succession

56% of the Senior Leadership team is female

76% female workforce

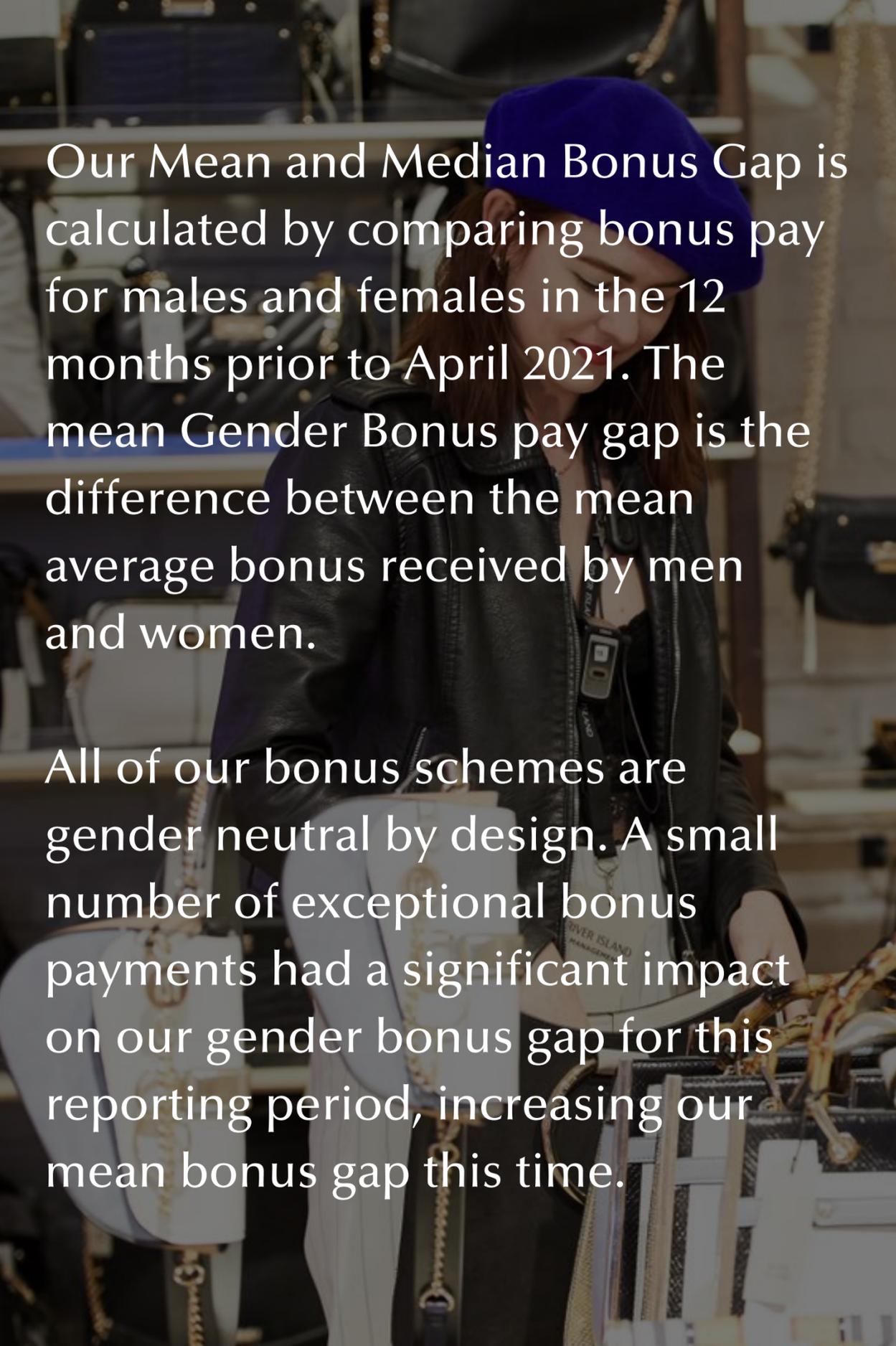


## OUR TARGETS

Improve representation of people with diverse backgrounds at senior leadership and Operating Board level.

Actively promote the recruitment of candidates from diverse social backgrounds.

Invest in systems that allow for better data collection and reporting on ED&I by 2022

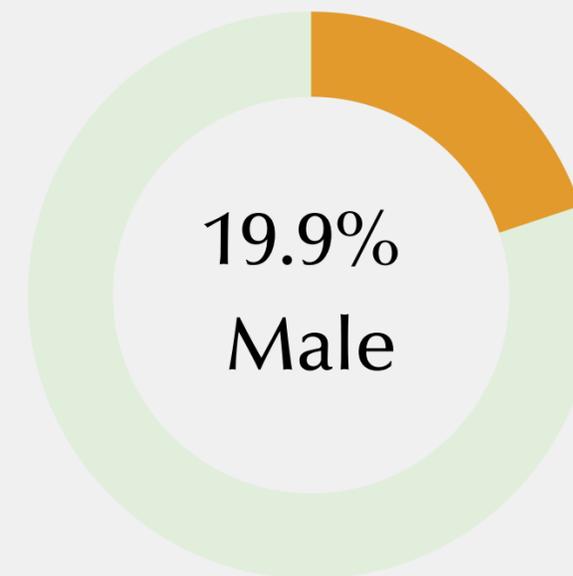
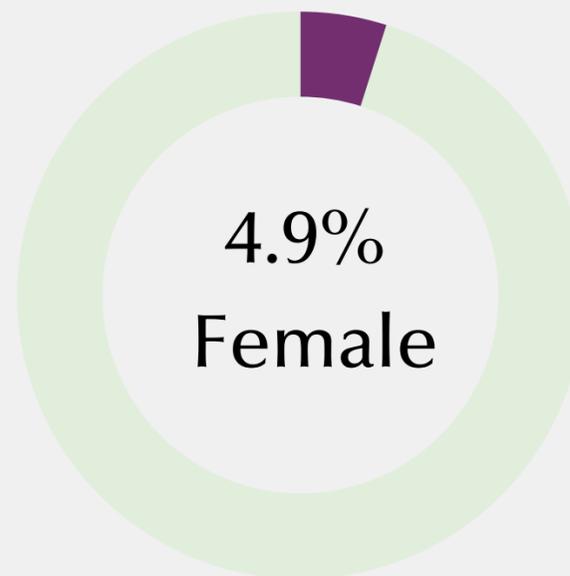


Our Mean and Median Bonus Gap is calculated by comparing bonus pay for males and females in the 12 months prior to April 2021. The mean Gender Bonus pay gap is the difference between the mean average bonus received by men and women.

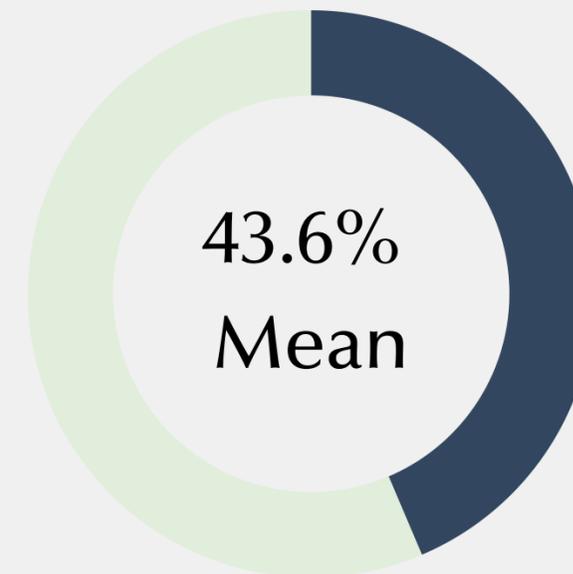
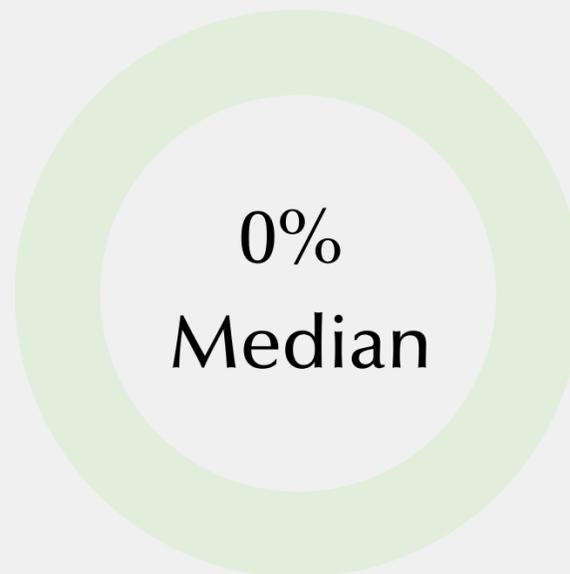
All of our bonus schemes are gender neutral by design. A small number of exceptional bonus payments had a significant impact on our gender bonus gap for this reporting period, increasing our mean bonus gap this time.

## GENDER BONUS SPLIT

### STAFF RECEIVING A BONUS



### GENDER BONUS GAP



Quartiles are calculated by ranking pay for all staff from lowest to highest and then splitting into four equally sized groups, showing the percentage of men and women in each group.

The proportion of females in all pay quartiles, as at 5 April 2021, has reduced marginally in comparison to 2020. However, we still have a higher proportion of females compared to males at all levels and we remain committed to continuing with our efforts to appoint more women, particularly into senior roles.

# PROPORTION OF FEMALES AND MALES IN EACH PAY QUARTILE

