

AND OUR RESULTS

At River Island, we welcome and celebrate the individuality and

UK MEDIAN GENDER PAY GAP

diversity of our people. We are pleased to report the River Island median gender pay gap for this reporting period is 8.1%, which is significantly lower than the UK median gender pay gap of 15.5%.

UK 15.5% **RIVER ISLAND 8.1%**



Underpinned by the Equality Act 2010, our aim is to be

OUR COMMITMENT

an employer that values diversity and celebrates the cultures, personalities and preferences of our people. We are proud to have a workforce that is 73% female

and 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.

We are proud that 72% of our River Island family are women and are well represented at all levels of the business.

OUR DEMOGRAPHIC



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.

GENDER PAY GAP

The graphs below show the median and mean differences in pay and bonus paid to 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.

ALL COLLEAGUES





MEDIAN

MEAN

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 bonus payments had a significant impact on our gender bonus gap for this reporting period, increasing our mean bonus

FEMALE

Our Mean and Median Bonus Gap is

calculated by comparing bonus pay for males and females in the 12 months prior to April 2020. The mean Gender

BONUS GAP RECEIVING BONUS %



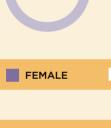


LOWER QUARTILE



LOWER MIDDLE

QUARTILE





UPPER MIDDLE

QUARTILE



UPPER QUARTILE



2. 56% of the Senior Leadership team is female

and Operating Board level 2. Actively promote the recruitment of

backgrounds.

candidates from diverse social

OUR TARGETS

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

1. Improve representation of people with

diverse backgrounds at senior leadership

Full-time

2022.

FULL & PART-TIME SPLIT

3. The appointment of 7 new female 'Director of' roles out of 11 vacancies, supported by an emerging leaders'

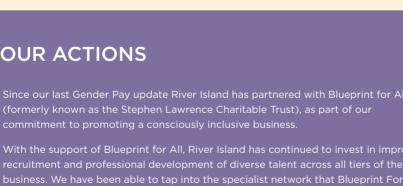
programme to develop board and leadership skills for future board succession.

Part-time

1. 73% Female workforce

57%

43%





THIS YEAR'S AUDIT HAS LED TO:

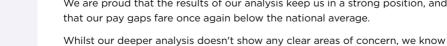
diversity and inclusion.

- Adaptation of our New Candidate Management system incorporating blind sifting
- employees in under-represented groups and our largest ever entry-level apprenticeship programme to help improve the diversity and socio-economic diversity within our workforce.
- WE CAN SAY WITH CERTAINTY THAT TODAY THERE IS NO

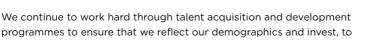
GENDER PAY GAP FOR PEOPLE IN LIKE FOR LIKE ROLES.

We are proud that the results of our analysis keep us in a strong position, and

CEO COMMENTS



that we need to continue to ensure that our female colleagues and candidates are given opportunities at all levels of the organisation, through talent, succession and career planning.



programmes to ensure that we reflect our demographics and invest, to ensure that teams have the skills and attributes to achieve their full potential.

We have also invested this year in a new Candidate Management System that now allows us to blind sift candidates. Diversity at all levels as well as Diversity in our partnerships in sourcing Talent remains a key priority for us.

trained the leadership teams using Blue Print For All and continues to partner their advisory services to enable continuous improvement across the whole diversity spectrum.

Additionally we have independently audited our recruitment processes and

As part of our ongoing strategy we continue to review, the market competitiveness of our reward packages at the same time ensuring consistency at all levels of the organisation. structure at all levels of the market and organisation to ensure that we continue to reward all colleagues equitably. 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 place to work for everyone.

All the best.

Will Kernan Will Kernan CEO.