

GENDER PAY REPORT

SNAPSHOT DATE: APRIL 2021

UK MEDIAN GENDER PAY GAP AND OUR RESULTS

At River Island, we welcome and celebrate the individuality and 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%

OUR COMMITMENT

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 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.

OUR DEMOGRAPHIC

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

72% WOMEN



GENDER PAY GAP

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 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

8.1%

MEAN

18.5%

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 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 gap this time.

BONUS GAP

MEAN

68.9%

MEDIAN

56.7%

RECEIVING BONUS %

MALE

13%

FEMALE

10.5%

PAY QUANTILES

LOWER QUANTILE

74%

LOWER MIDDLE QUANTILE

79%

UPPER MIDDLE QUANTILE

67%

UPPER QUANTILE

68%

FEMALE

MALE

OUR TARGETS

1. Improve representation of people with diverse backgrounds at senior leadership and Operating Board level
2. Actively promote the recruitment of candidates from diverse social backgrounds.
3. Invest in systems that allow for better data collection and reporting on ED&I by 2022.

OUR SUCCESSES

1. 73% Female workforce
2. 56% of the Senior Leadership team is female
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.

FULL & PART-TIME SPLIT

Full-time

61%

MALE

43%

FEMALE

Part-time

39%

MALE

57%

FEMALE

OUR ACTIONS

Since our last Gender Pay update River Island has partnered with Blueprint for All (formerly known as the Stephen Lawrence Charitable Trust), as part of our commitment to promoting a consciously inclusive business.

With the support of Blueprint for All, River Island has continued to invest in improving recruitment and professional development of diverse talent across all tiers of the business. We have been able to tap into the specialist network that Blueprint for All provides to audit, review and evolve the business' policies and activity around diversity and inclusion.

THIS YEAR'S AUDIT HAS LED TO:

- New performance and Talent processes to identify top talent at all levels with ownership for development
- Adaptation of our New Candidate Management system - incorporating blind sifting
- New recruitment criteria processes/partnerships and resourcing providers to ensure gender equality and a wider and more diverse talent pool, linked to better representation
- Other initiatives include mandatory unconscious bias training, Leadership programmes for 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.

CEO COMMENTS



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 that our pay gaps fare once again below the national average.

Whilst our deeper analysis doesn't show any clear areas of concern, we know that we need to ensure that 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 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.

Additionally we have independently audited our recruitment processes and 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.

As part of our ongoing strategy we continue to review, the market competitiveness of our reward packages at the same time ensuring the 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.