



Rohan[®]

FOR EVERY JOURNEY



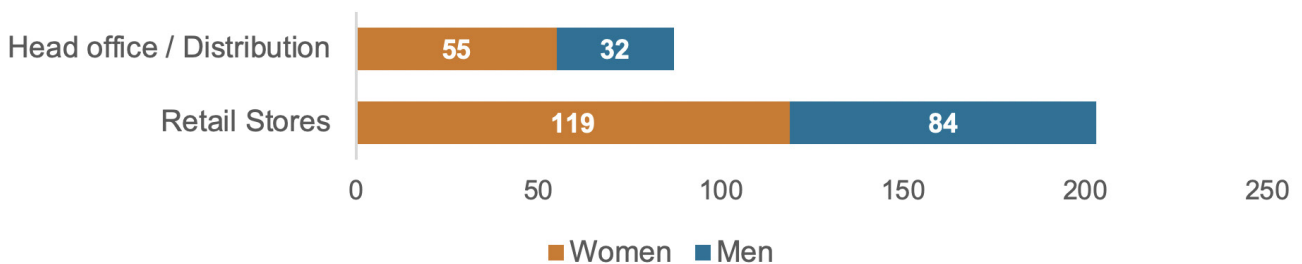
Rohan 2021
Gender and Ethnicity Pay Gap Report

Rohan 2021 Gender Pay Gap Report

At Rohan, we believe in creating a diverse and gender balanced workforce which reflects the customers and communities we serve and ensures our people can be their best at work.

We believe in job opportunities for everybody regardless of gender, age or ethnicity. We strive to create a truly inclusive culture which sets us apart from most in our sector and are proud to share our results here that demonstrate our success in this area.

Our employees, below is the gender split across our business.



Pay & Bonus Gap

Our Gender Pay Gap Data

	2021 Including Furlough employees	2021	2020	2019	2018	2017	UK Average 2021 (ONS)	Retail Average 2021 (ONS)
Median	0.7%	22.2%	6.1%	0.0%	5.9%	-0.7%	15.4%	7.6%
Mean	8.2%	21.6%	16.9%	4.6%	24.6%	8.8%	14.9%	15.6%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date 5th April 2021, as this was during the third national lockdown of the coronavirus pandemic we had 186 of our 290 employees on furlough and for that reason these employees are not included in this year's gender pay data. If they were included our Median gender hourly pay gap would have been 0.7% and Mean 8.2% similar to the previous year.

Our Gender Bonus Gap

	2021	2020	2019	2018	2017
Median	7.3%	8.5%	6.0%	25.0%	-2.1%
Mean	-86.1%	-58.1%	51.0%	38.0%	29.4%

It also captures the mean and median differences between bonuses paid to men and women in the year up to 5th April 2021.

What is the median?

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

What is the mean?

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

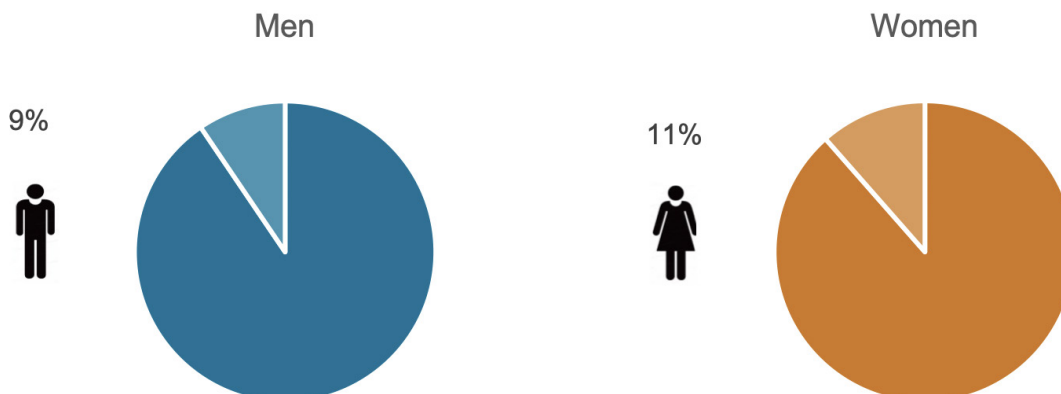
Hourly Paid

Using the median score, as preferred by the Office for National Statistics our median hourly wage is 22.2% lower than men’s. Women included in this year’s data earn 78p for every £1 that men earn when comparing median hourly wages. If we were to include furloughed employees then this shows a median hourly wage is 0.7% lower than men’s, equivalent to our 2019 gender pay report which due to lockdown restrictions was the last time a majority of our store employees were included in our gender pay report.

Bonus Paid

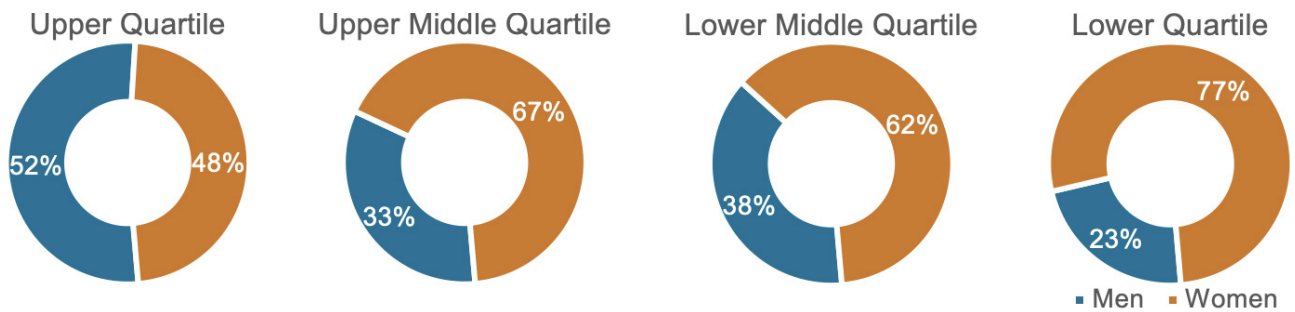
Our Median score for bonus paid is 7.3%. Everyone in the business can qualify for a bonus be it a shop bonus for achieving a monthly sales target or an annual bonus based on the profitability of the company. No annual bonuses were paid within 12 month period up to the snapshot date.

Proportion of people awarded a bonus for the year to April 2021

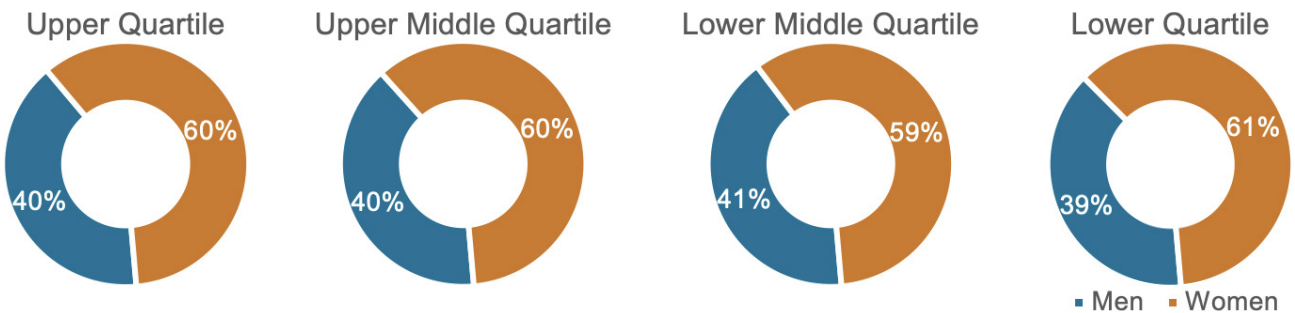


Pay quartiles

The proportion of male and female employees at Rohan across the four equally sized quartiles, due the large number of employees on furlough each quartile containing 21 or 22 members of staff.



If we included the employees on furlough our quartiles would have looked like this. It shows a consistent split between male and female employees at each level within each quartile.



Furloughed employees

On the 6th January England entered the third national lockdown of the coronavirus pandemic we temporarily closed all stores that were not already closed due to tier restrictions. We placed these employees on furlough. During the snapshot date we had 64% of our employees on furlough, 79 men and 107 women.

See below the split of male and female employee who were furlough on the snapshot date.

Area	Male	Female	Total
Retail Stores	79	107	186

Rohan 2021 ethnicity pay gap report

At Rohan we believe in creating an inclusive diverse workforce and for that reason have decided to voluntarily reporting our ethnicity pay gap. There is currently no legislation around compulsory ethnicity pay gap reporting, we have based our calculations on the gender pay gap reporting guidance.

Pay & Bonus Gap

Our Ethnicity Pay Gap

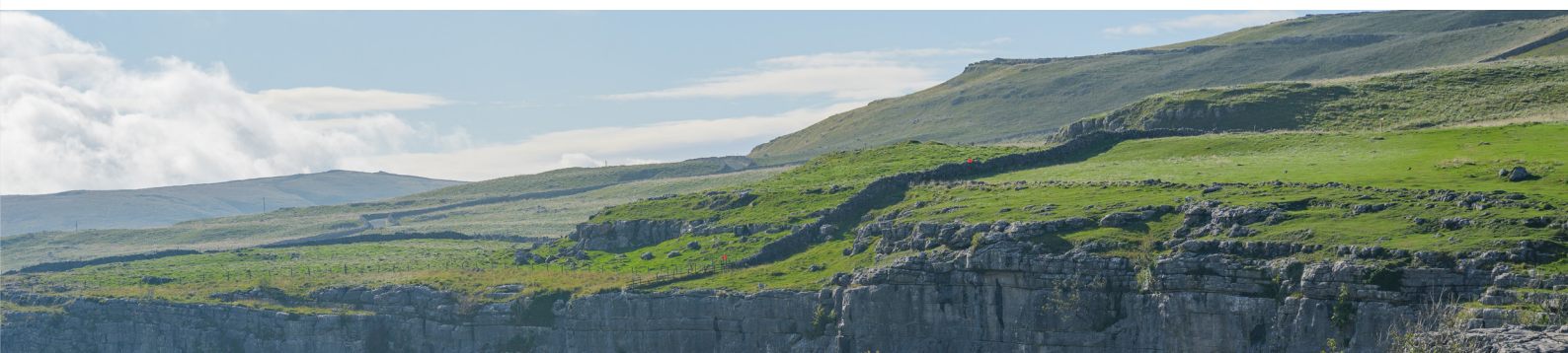
	2021 Including Furlough employees	2021	2020
Median	-11.2%	2.4%	19.8%
Mean	-18.1%	5.0%	28.1%

The table above shows our overall mean and median ethnicity pay gap based on hourly rates of pay at the snapshot date 5th April 2021, as this was during the third national lockdown of the coronavirus pandemic we had 186 of our 290 employees on furlough and for that reason these employees are not included in this year's ethnicity pay data. If they were included our Median gender hourly pay gap would have been -11.2% and Mean -18.1% this figure is not surprising as we currently have 105 employee which haven't previously give us their ethnicity data, we have asked employees to voluntarily add their ethnicity to their employment record so hopefully future reports will show a better representation of our workforce.

Our Ethnicity Bonus Gap

	2021	2020
Median	100.0%	49.0%
Mean	100.0%	63.1%

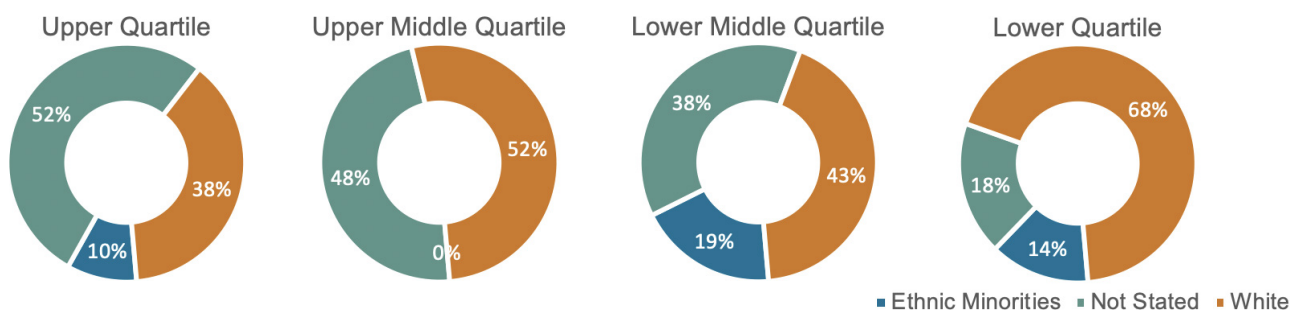
This also captures the mean and median differences between bonuses paid to ethnic minorities' employees and white employees in the year up to 5th April 2021. The reason for such a high discrepancy with the 2021 data is because the snap shot data included a small pool of 16 employees.





Pay quartiles

The proportion of ethnic minorities, white and employees not stated their ethnicity at Rohan across the four equally sized quartiles, due the large number of employees on furlough each quartile containing 21 or 22 members of staff.



Summary

We are proud that men and women are paid equally for doing equivalent jobs across Rohan. Equality is something that has long been embedded in our culture and is something that as a Retailer sets us apart from many of our peers.

I confirm the data reported is accurate.

Ian Palmer



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