

The logo for Rohan, featuring the word "Rohan" in a bold, white, sans-serif font with a registered trademark symbol (®) to the upper right, set against a solid black rectangular background.

**Rohan®**

FOR EVERY JOURNEY

A photograph showing the silhouettes of two hikers walking up a grassy hill. The hiker in front is slightly lower and further up the slope, while the second hiker is taller and further down the slope. The background is a dramatic sky with soft, golden light filtering through clouds, suggesting a sunrise or sunset.

**Rohan 2020 Gender Pay Gap Report**

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## Rohan 2020 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. 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.

### Pay & Bonus Gap

#### Difference Between Men And Women

	Mean	Median
Hourly Pay	16.9%	6.1%
Bonus Paid	-58.1%	8.5%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date 5th April 2020, as this was during the coronavirus pandemic we had 262 of our 337 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% and Mean 4.4% similar to the previous year. It also captures the mean and median differences between bonuses paid to men and women in the year up to 5th April 2020.

#### 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.

#### 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).

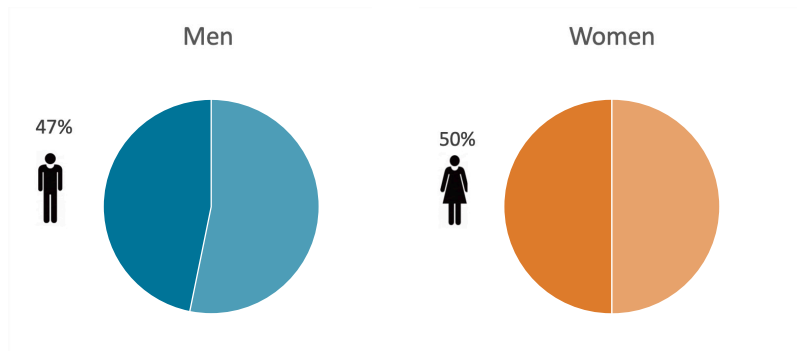
#### Hourly Paid

Using the median score, as preferred by the Office for National Statistics our median hourly wage is 6.1% lower than men's. Women included in this year's data earn 94p 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% lower than men's, equivalent to last year's gender pay report.

#### Bonus Paid

Our Median score for bonus paid is 8.5%. 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. We did however celebrate a number of long service awards in the 12 months prior to the snapshot date, these were all paid to women. If we look at the data without including long service awards our Median would have been 10.6% and Mean would have increased from -58.1% to 13.5%.

## Proportion of people awarded a bonus for the year to April 2020



## Pay Quartiles

	Total	Male	Female	%Male	%Female
Lower	18	10	8	56%	44%
Lower Middle	18	3	15	17%	83%
Upper Middle	18	5	13	28%	72%
Upper	18	8	10	44%	56%

The above table illustrates the gender distribution at Rohan across the four equally sized quartiles, due to the large number of employees on furlough each quartile containing 18 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.

	Total	Male	Female	%Male	%Female
Lower	85	32	53	38%	62%
Lower Middle	84	34	50	40%	60%
Upper Middle	84	35	49	42%	58%
Upper	84	32	52	38%	62%

## Furloughed Employees

On the 24th March 2020 we temporarily closed all stores and placed these employees on furlough along with some head office employees that jobs support the stores.

We also reduced the number of employees working in our warehouse. During the snapshot date we had 78% of our employees on furlough, 110 men and 152 women, see below the split of male and female employee who were furlough on the snapshot date.

Area	Male	Female	Total
Distribution	8	9	17
Head Office	4	11	15
Retail Stores	98	132	230

## 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

