

ROHAN 2019 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 | 4.6% | 0.0% |
| Bonus paid | 51% | 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 2019). It also captures the mean and median differences between bonuses paid to men and women in the year up to 5th April 2019.

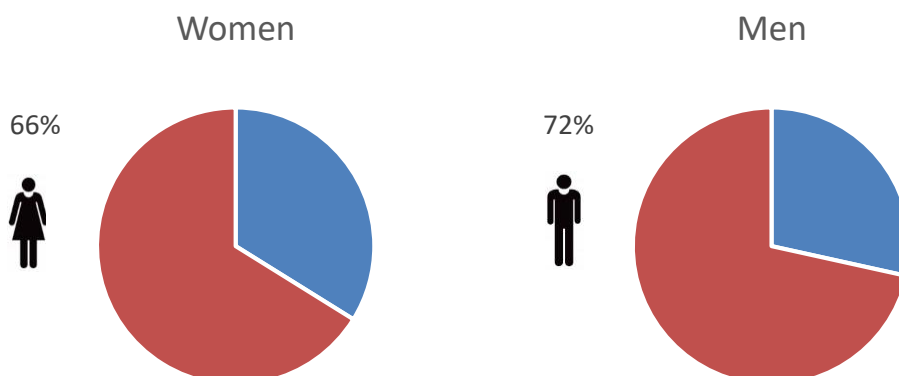
Hourly Paid

Using the median score, as preferred by the Office for National Statistics our hourly pay gap is 0%

Bonus Paid

Our Median score for bonus paid is 6%. Typically everyone in the business gets a bonus be it a shop bonus for achieving a monthly sales target or an annual bonus based on the profitability of the company.

PROPORTION OF PEOPLE AWARDED A BONUS FOR THE YEAR TO APRIL 2019



PAY QUARTILES

| | Total | Male | Female | % Male | % Female |
|--------------|-------|------|--------|--------|----------|
| Lower | 70 | 31 | 39 | 44% | 56% |
| Lower Middle | 70 | 26 | 44 | 37% | 63% |
| Upper Middle | 70 | 28 | 42 | 39% | 61% |
| Upper | 69 | 27 | 42 | 40% | 60% |

The above table illustrates the gender distribution at Rohan across the four equally sized quartiles, each containing 70 members of staff.

It shows a consistent split between male and female employees at each level within each pay scale.

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
Retail & HR Director