Rohan

FOR EVERY JOURNEY

**Rohan 2023**
Gender and Ethnicity Pay Gap Report

Rohan 2022 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.

Head office / Distribution: Women 43, Men 31
Retail Stores: Women 114, Men 86

■ Women ■ Men
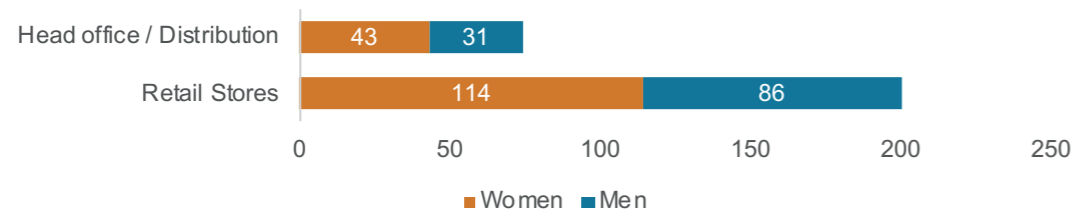
Pay & Bonus Gap

Our Gender Pay Gap Data

	2023	2022	2021 Including Furlough employees	2021	2020	2019	2018	2017	UK Average 2023 (ONS)	Retail Average 2023 (ONS)
Median	0.0%	0.3%	0.8%	22.2%	6.1%	0.0%	5.9%	(0.7%)	14.3%	7.3%
Mean	13.3%	7.4%	8.3%	21.6%	16.9%	4.6%	24.6%	8.8%	13.2%	13.5%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date 5th April 2023. We continue to be pleased that our median score has remained consistent to our score prior to the pandemic.

2023 Saw a change in our Director team with a Female Finance Director being replaced by a Male Finance Director. That single change at a senior level accounts for the bulk of the movement in the mean score.

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 0% lower than men's. Women included in this year's data earn £1 for every £1 that men earn when comparing median hourly wages.

Our Gender Bonus Gap Data.

|	2023	2022	2021	2020	2019	2018	2017
Median	35.8%	5.8%	7.3%	8.5%	6.0%	25.0%	(2.1%)
Mean	10.4%	(43.5%)	(86.1%)	(58.1%)	51.0%	38.0%	29.4%

The data also captures the mean and median differences between bonuses paid to men and women in the year up to 5th April 2023.

Bonus Paid
Our Median score for bonus paid is 35.8%. In the 12 months up to the snapshot date 98% of bonuses were paid under our shop bonus scheme. Bonuses paid are to shop staff based on the shop's sales performance versus their Budget. The amount received is pro-rated depending on the number of hours worked each week.

Whilst we have a larger proportion of Women working in our shops and qualifying for bonus than Men (56% / 44%), we have a larger proportion of Women than Men who choose to work part time which results in the average Bonus for Men being slightly higher than for Women.
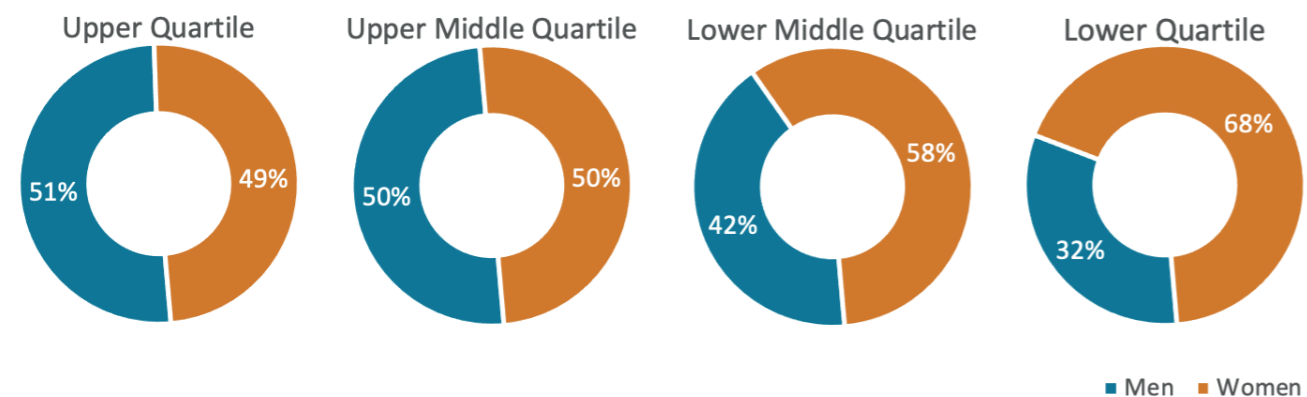
Our Gender Bonus split by Full-time and Part-time employees

FT Men 32%, FT Women 28%, PT Men 14%, PT Women 25%

56%   54%
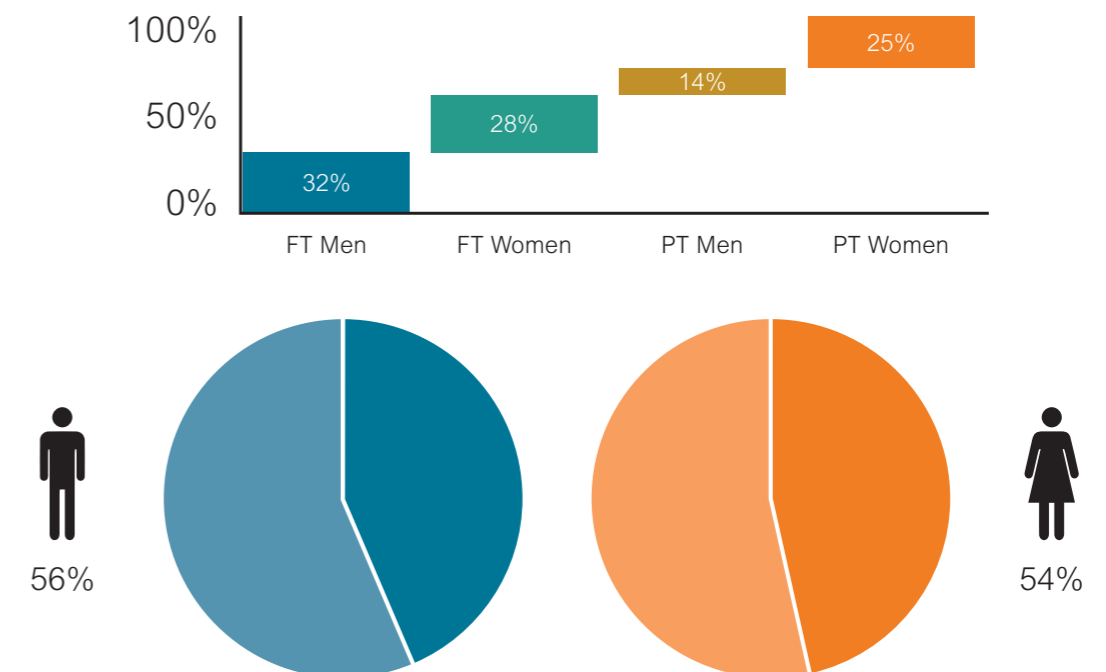
Pay quartiles

The proportion of male and female employees at Rohan across the four equally sized quartiles, each quartile containing 59 or 60 members of staff.
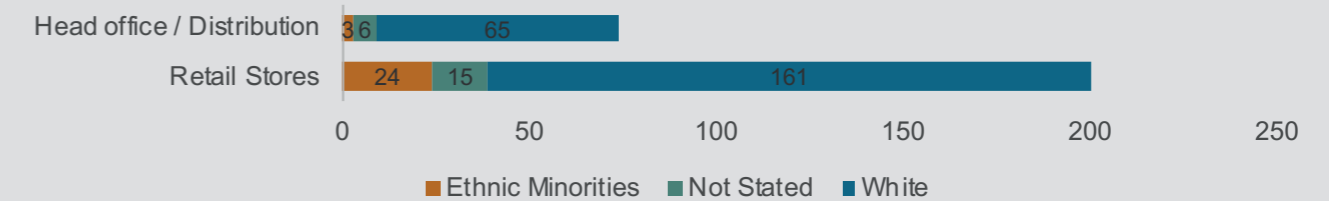
We had 238 relevant colleagues in April 2023, of which 218 colleagues shared their ethnicity with us, which represents 92% of our workforce. Over the last three years, we've done a lot of work to ensure that the data we hold is accurate. We are focused on increasing representation across all our roles and grades to ensure that our workforce is truly representative of the communities that we serve.

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

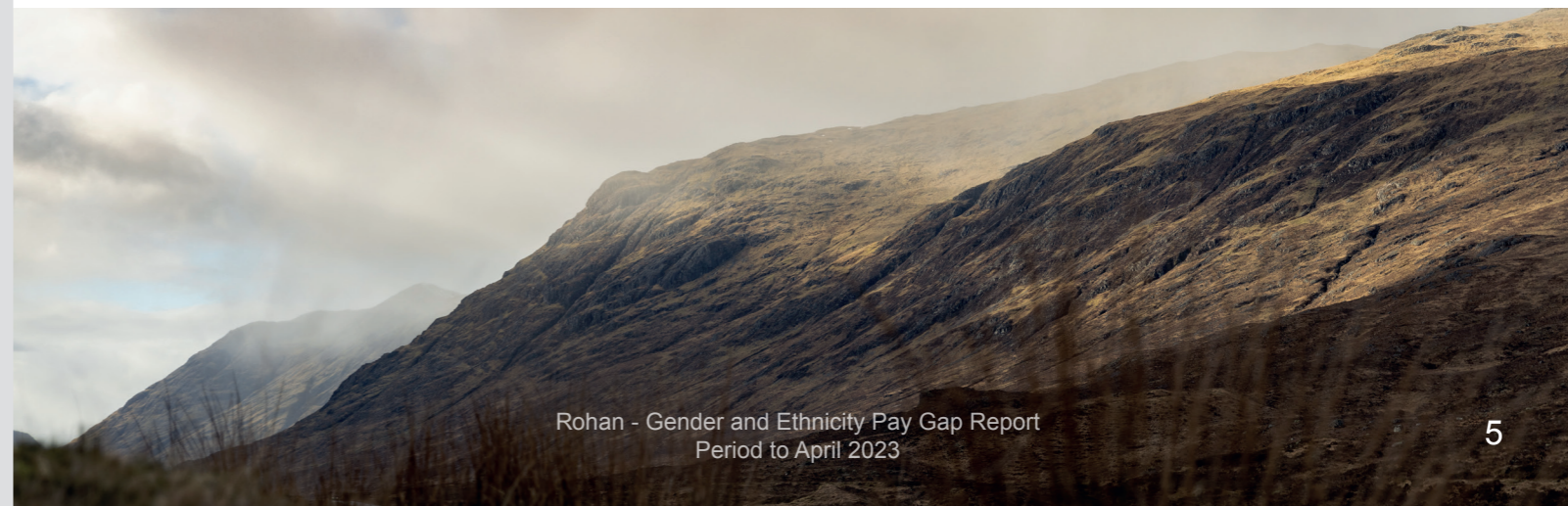Bar chart showing ethnic split:
- Head office / Distribution: Ethnic Minorities 3, Not Stated 6, White 65
- Retail Stores: Ethnic Minorities 24, Not Stated 15, White 161

Legend: Ethnic Minorities, Not Stated, White

Pay quartile donut charts:
- Upper Quartile: Men 51%, Women 49%
- Upper Middle Quartile: Men 50%, Women 50%
- Lower Middle Quartile: Men 42%, Women 58%
- Lower Quartile: Men 32%, Women 68%

Legend: Men, Women

Pay & Bonus Gap

	2023 All employees	2023	2022	2021	2020
Median	0.0%	2.8%	3.8%	2.4%	19.8%
Mean	8.2%	6.9%	8.2%	5.0%	28.1%

The table above shows our overall mean and median ethnicity pay gap. Our median pay gap is 2.8% based on hourly rates of pay at the snapshot date 5th April 2023.

Our Ethnicity Bonus Gap

	2023	2022	2021	2020
Median	32.6%	20.0%	100.0%	49.0%
Mean	20.5%	49.4%	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 2023.

Rohan 2023 ethnicity pay gap report

Although the regulations require pay gap data to be analysed by gender, we believe it's important to assess our pay gap across other diversity metrics, including ethnicity. This is the third year we have published the ethnicity pay gap and as we build a more complete picture of our colleague population, we will be able to segment data in more detail.

When discussing the ethnicity pay gap, it's important to define what we're looking at. In this case, the ethnicity pay gap measures the difference between the earnings of "white" individuals and those expressed as "other" across the business, regardless of the work they do. For this report 'White' is used to group all individuals that self-identified as being from a white background, inclusive of White British and White Other. 'Other' is used to group all racially and ethnically diverse individuals and excludes those that prefer not to say. This high-level category is used within this report because to breakdown the grouping further into categories such as Black, Asian and more than two ethnicities pose a risk of identifying individuals from this data. This is in line with ONS category suggestions.
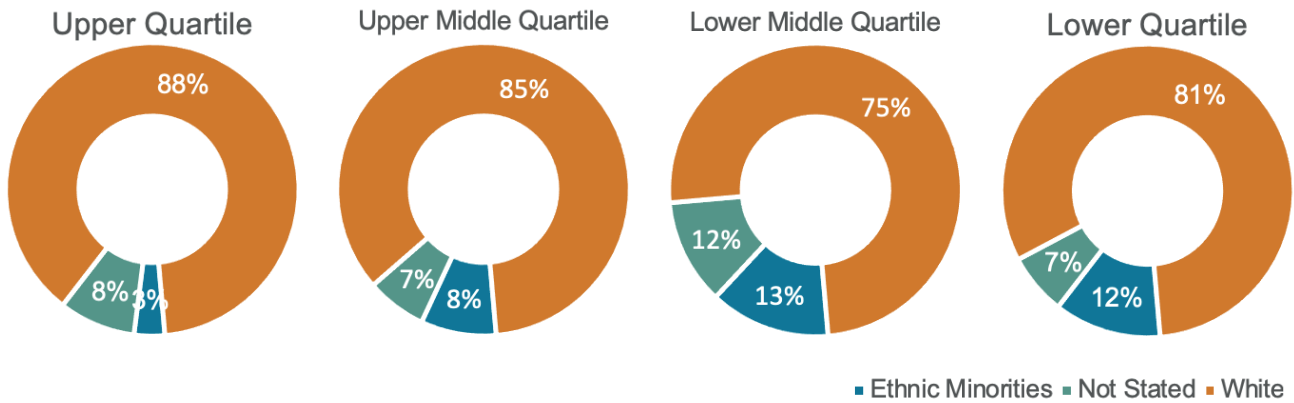
Pay quartiles

The proportion of ethnic minorities, white and employees not stated their ethnicity at Rohan across the four equally sized quartiles, furlough each quartile containing 59 or 60 members of staff

Upper Quartile
88%
8% 3%

Upper Middle Quartile
85%
7% 8%

Lower Middle Quartile
75%
12%
13%

Lower Quartile
81%
7%
12%

■ Ethnic Minorities ■ Not Stated ■ White

Summary

Our ambition is to create an inclusive culture where everyone feels valued and can succeed. Whilst happy with our results we remain firmly committed to further closing the gender pay gap. As we better, understand the diversity of our colleagues through measuring our ethnicity pay gap data we can accurately set further goals to address the ethnicity pay gap.

I confirm the data reported is accurate.

Ian Palmer

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Period to April 2023