# Rohan

FOR EVERY JOURNEY

Rohan 2022
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.
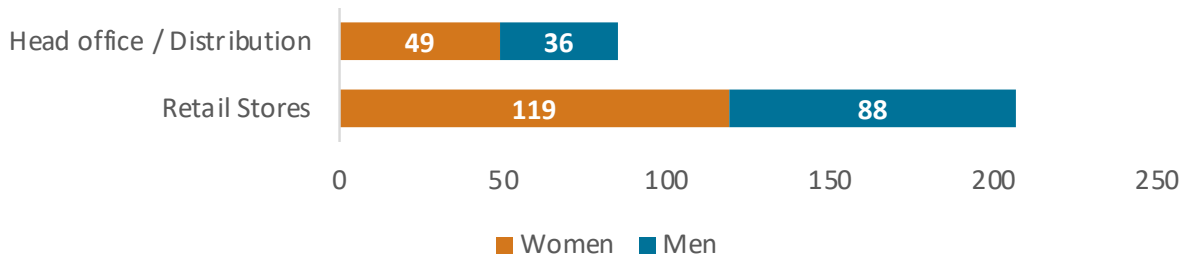
Pay & Bonus Gap

Our Gender Pay Gap Data

	2022	2021 Including Furlough employees	2021	2020	2019	2018	2017	UK Average 2022 (ONS)	Retail Average 2022 (ONS)
Median	0.3%	0.8%	22.2%	6.1%	0.0%	5.9%	(0.7%)	14.9%	8.5%
Mean	7.4%	8.3%	21.6%	16.9%	4.6%	24.6%	8.8%	13.9%	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 2022. We are pleased that our median score has returned back to a similar score to that prior to the pandemic.

Our Gender Bonus Gap

	2022	2021	2020	2019	2018	2017
Median	5.8%	7.3%	8.5%	6.0%	25.0%	(2.1%)
Mean	(43.5%)	(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 2022.

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 0.3% lower than men's. Women included in this year's data earn £1 for every £1 that men earn when comparing median hourly wages.
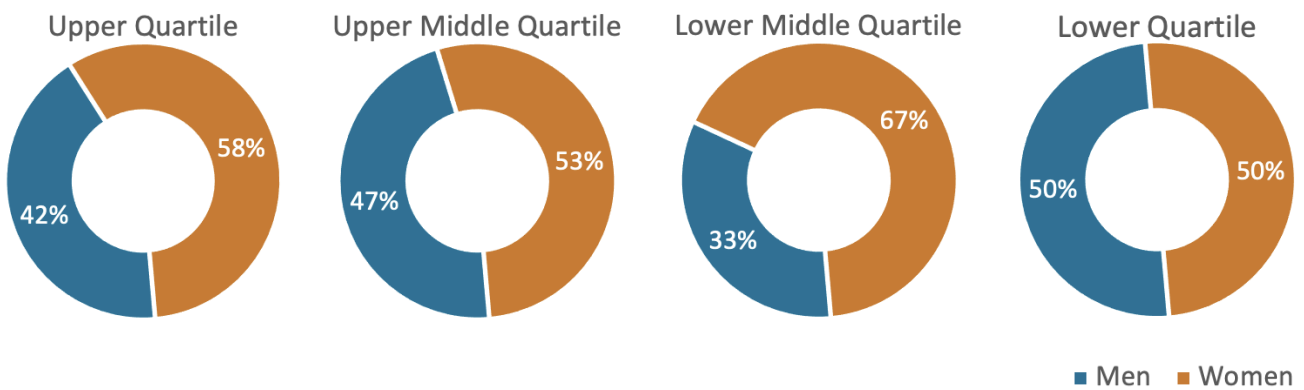
Bonus Paid
Our Median score for bonus paid is 5.8%. Everyone in the business can qualify for a bonus be it a shop bonus for achieving a monthly sales target or an annual bonus based on the profitability of the company. In the 12 months up to the snapshot date we celebrated a number of Long Service awards of which 22% the total bonuses paid were to women Long Service employees, a further 45% was paid to women shop employees and the remaining 33% of the total bonuses paid were to male employees.

Proportion of people awarded a bonus for the year to April 2022

Men

43%

Women

45%
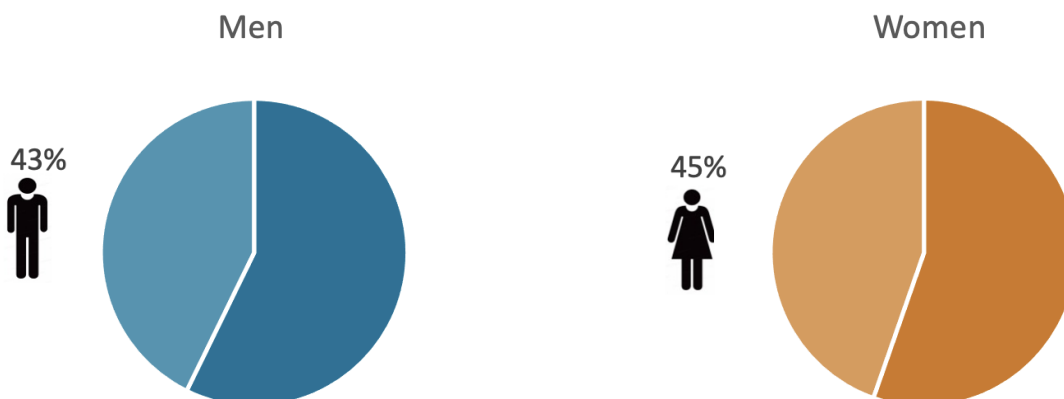
Pay quartiles

The proportion of male and female employees at Rohan across the four equally sized quartiles, each quartile containing 59 or 60 members of staff.

| Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
58% / 42%	53% / 47%	67% / 33%	50% / 50%

■ Men   ■ Women

Rohan 2022 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 second 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.

We had 239 relevant colleagues in April 2022, of which 214 colleagues shared their ethnicity with us, which represents 90% of our workforce. Over the last year, 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.
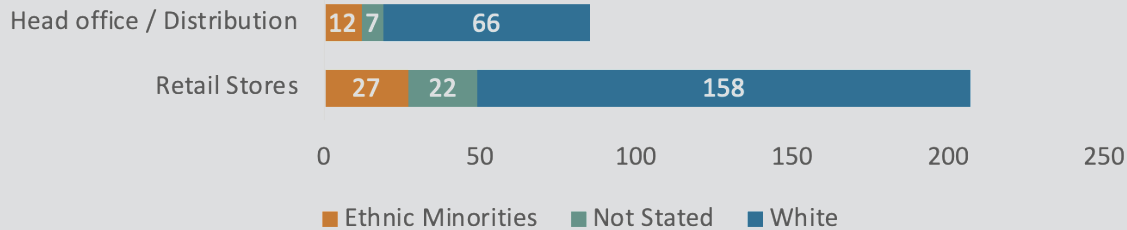
Pay & Bonus Gap

Our Ethnicity Pay Gap	2022 All employees	2022	2021	2020
Median	2.5%	3.8%	2.4%	19.8%
Mean	9.6%	8.2%	5.0%	28.1%

The table above shows our overall mean and median ethnicity pay gap 3.8% based on hourly rates of pay at the snapshot date 5th April 2022. Out of the 239 relevant employees for Gender Pay Gap we are delighted that 90% of employees have voluntarily add their ethnicity to their employment record this is up from 61% last year and helps us measure our progress going forward.

Our Ethnicity Bonus Gap

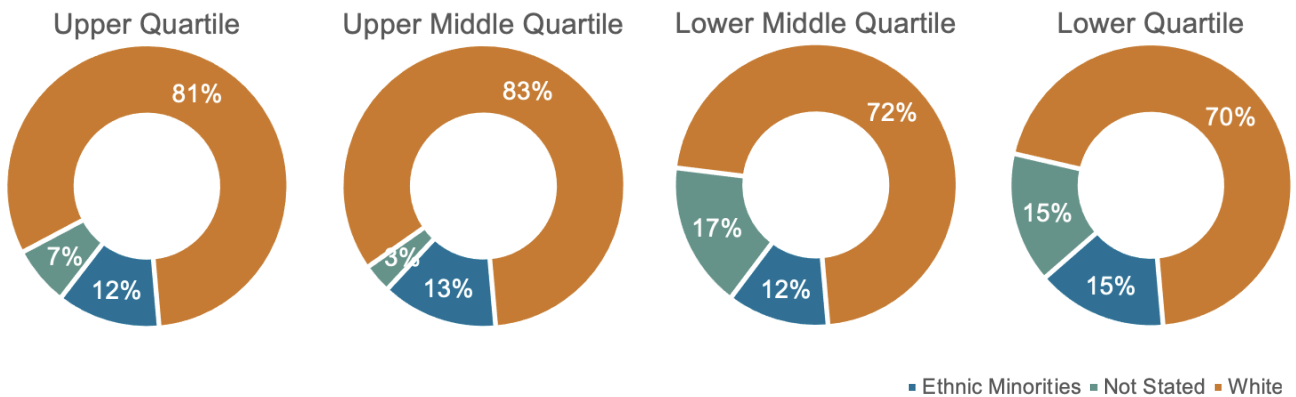|	2022	2021	2020
Median	20.0%	100.0%	49.0%
Mean	49.4%	100.0%	63.1%

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 2022. 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, furlough each quartile containing 59 or 60 members of staff

Upper Quartile — 81%, 7%, 12%
Upper Middle Quartile — 83%, 3%, 13%
Lower Middle Quartile — 72%, 17%, 12%
Lower Quartile — 70%, 15%, 15%

■ 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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