

RADLEY

LONDON

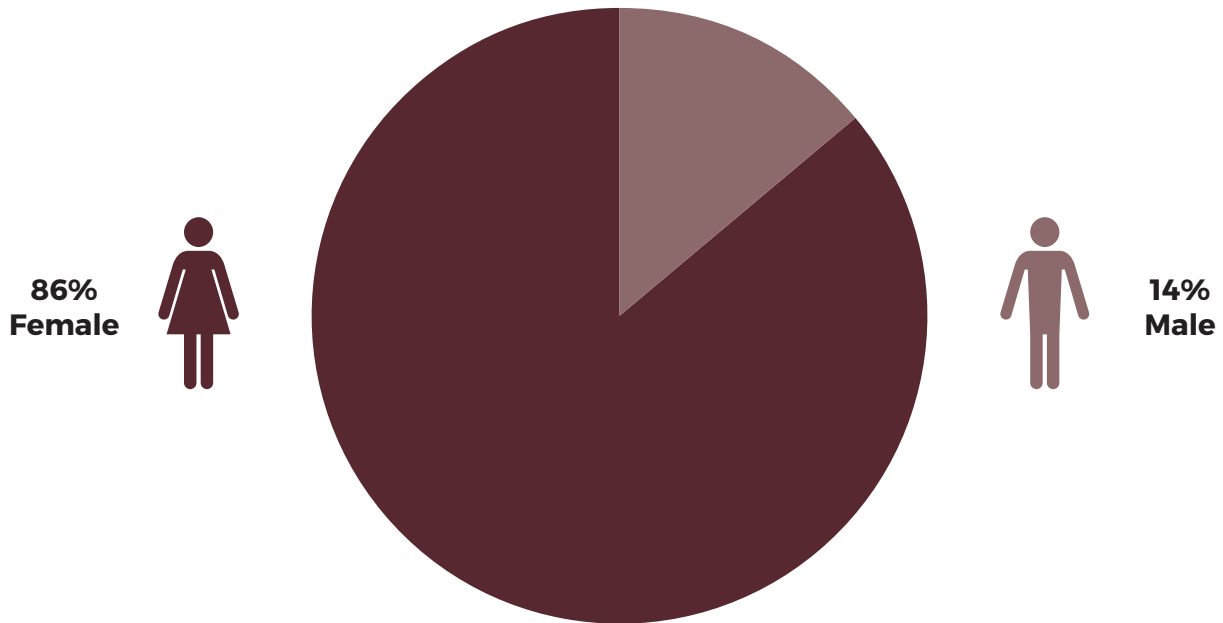
GENDER PAY GAP REPORT 2017

As an organisation that values the contribution made by all of its colleagues and as an employer with teams throughout the UK and various sites around the world, Radley & Co are committed to creating a workplace where all colleagues are treated and paid in a fair and equitable manner.

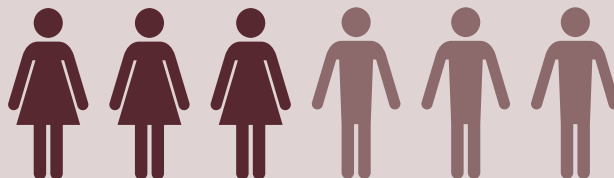
We are committed to ensuring that women and men are paid the same wage for doing the same job and as such we have confidence that there is no inconsistency in how we pay women and men who do similar work.

We aim to offer flexibility, variety and opportunity across the organisation and look to promote from within wherever possible. We are proud to have recently concluded our first Executive Development Programme, of which 100% of enrolled colleagues were female.

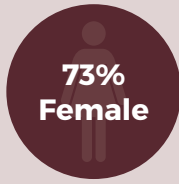
At the snapshot date, 5th April 2017, we employed 505 people in the UK, 435 (86%) of our colleague base were women with a large proportion of those working within our retail stores (66%).



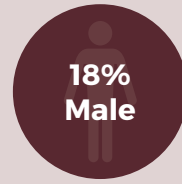
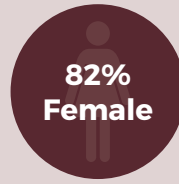
Our Senior Leadership Team was an equal split with 3 women and 3 men.



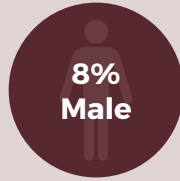
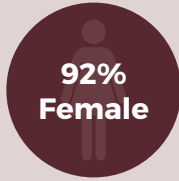
The gender distribution across four equal pay quarters was as follows;



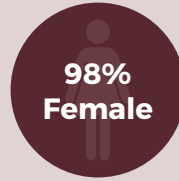
Top Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

OUR FINDINGS

Whilst the figures for colleagues across the business show a gender pay gap, this results from a difference in pay structures across our organisational structure. As a female focused brand, we attract a high proportion of female colleagues; the majority of which work in our retail stores, with the majority of our male colleagues working in roles within our corporate business areas. In addition to our stores, we have offices in London & Milton Keynes and specialist / technical roles carry, on average, higher rates of pay in line with industry standards within the retail sector.

By way of illustration, analysis of the gender pay gap for our retail business demonstrates a mean gender pay gap of -1.8% with the median being -0.4%; indicating that on average our female retail colleagues earn slightly more than our male colleagues.

Analysis of bonus payments in our retail business shows that in addition to increased levels of average pay, women receive an increased level of average bonus (mean & median) in comparison to male colleagues. This is as a result of having a strong female leadership team, as the majority of our Store Managers are women.

Looking at our business as a whole, as a result of having a diverse range of roles and responsibilities for both men and women across all of our operational channels, we have a mean gender pay gap of 47.5% and a median of 31%. Overall we made bonus payments to 72.4% of our female colleagues and 41.4% male colleagues with gender bonus gap being 83.2% (mean) and -100.00% (median).

OUR COMMITMENTS

Radley & Co Management aims to continually drive and deliver a culture of equality with reward and promotion based on performance, enthusiasm, commitment and future potential. We offer all forms of flexibility where possible and support our teams in both personal and professional development.

A handwritten signature in dark red ink.

Jayne Worden
Chief Financial Officer