

RADLEY

LONDON

Gender Pay Gap 2024

(Snapshot Date April 2024)

OVERVIEW

At Radley we recognise the critical importance of diversity in the workplace and are committed to creating an inclusive environment. As a leading handbag brand, women are integral to our vision, mission and strategy and are always at the centre of our decision making.

We are proud that 84% of our team are women, and that women are represented as a majority in leadership positions across our business. This strong female representation within our senior leadership team ensures that our policies on treatment, compensation, flexible working and opportunities for development are aligned with the needs and aspirations of our predominantly female workforce.

The annual Gender Pay Gap report is a crucial metric for our business, and we have seen a year-on-year reduction in the gap across all measures. It is encouraging to see that many of our initiatives and programmes are beginning to have positive impact on reducing the gender pay gap. However, we recognise that it is not the only measure that defines how fairly we treat our female colleagues. We understand that behind every statistic there are individuals and circumstances that cannot be explained by numbers. As a business we are committed to maintaining a continuous programme of initiatives that demonstrate our dedication to gender equality in the workplace. This includes not only equitable pay but also ensuring that women have a voice and a seat at the table.

We recognise that our entry-level positions in Retail and Distribution Centre operations are predominantly occupied by women, partly due to the flexibility of part-time, weekend, and variable hours. The absence of male colleagues in these areas however does impact our results relative to the comparative presence of men in support office roles, which typically demonstrate a higher level of pay.

We are encouraged to see that our median bonus gap results are favourable to our female colleagues. This is as a result of our bonus programme during the snapshot period being applicable to our front line workers and where females are mainly represented.

The measure that we continue to uphold, which falls outside this report is the commitment to equal pay. We ensure that men and women receive the same pay for performing the same roles. Our hiring strategy supports this commitment by providing candidates with the salary banding for each role upfront and avoiding unnecessary inquiries about salary expectations. We understand that women often undervalue themselves during salary negotiations, and our approach aims to address this disparity.

In 2024, we have reinforced our commitment to supporting females in the workplace by launching a future leaders programme with the formation of an 'Operational Leadership Team.' This leadership team, chaired by a female are accountable for executing our strategy. Over three-quarters of its members are women, reflecting our dedication to creating a supportive and empowering environment where women can thrive and lead. Additionally, we have made six new female appointments to leadership positions in the past 12 months, further demonstrating our commitment to gender diversity and inclusion.

We are honoured to maintain our partnership with the charity Smart Works, by donating professional work bags to women seeking to secure employment, ensuring support to women both within and outside our organisation. We are proud to part of the British Retail Consortium (BRC) 'Diversity, Equality



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& Inclusion Charter. Alongside our internal DE&I initiative, 'Proud to Be...' (#proudtobe) this reinforces our commitment to ensure that all colleagues, not only women, are fully supported within our business irrespective of who or what they are 'Proud to Be'.

We understand that as a business and as part of wider society we must continually seeks ways to reduce the gender pay gap. Whilst our efforts to close the pay gap between our male and female colleagues remain a priority, we are mindful of economic stability. Therefore, we will ensure that our decisions are sustainable and do not compromise the long-term success of our business, which could ultimately harm our predominantly female workforce.

OUR GENDER PAY GAP RESULTS

	Male	Female
Lower Quartile	4%	96%
Lower Middle Quartile	11%	89%
Upper Middle Quartile	14%	86%
Top Quartile	37%	63%

	April 2024
Mean Pay Gap	42%
Median Pay Gap	29%

OUR BONUS GAP RESULTS

	April 2024
Mean Bonus Gap	33%
Median Bonus Gap	-89%

Proportion of colleagues receiving a Bonus	
Male	21%
Female	28%

SUMMARY

The results from this report will remain a key focus for our senior leadership team as we strive to address the ongoing gender pay gap within our business. We will continue to work as an organisation to ensure that our Diversity, Equality, and Inclusion programmes recognise the invaluable contributions of our female colleagues to the overall success of the business. We are strongly committed to ensuring that their rewards are equitable and no less favourable than those of their male counterparts.

We acknowledge that there is still more work to be done to narrow the gender pay gap within our business, and we will endeavour to keep this as a key business priority. We make this commitment with the understanding that we face challenging times ahead, which will continue to impact the UK employment market.



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