

# ROHAN 2017 GENDER PAY GAP REPORT



FOR EVERY JOURNEY

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	8.80%	-0.65%
Bonus paid	29.38%	-2.10%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5th April 2017). It also captures the mean and median differences between bonuses paid to men and women in the year up to 5th April 2017.

## HOURLY PAID

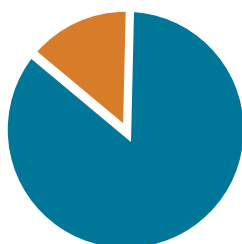
Using the median score, as preferred by the Office for National Statistics our hourly pay gap is -0.65%.

## BONUS PAID

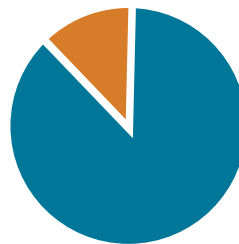
Our Median score for bonus paid is -2.1%. Typically everyone in the business gets a bonus be it a shop bonus for achieving a monthly sales target or an annual bonus based on the profitability of the company.

## PROPORTION OF PEOPLE AWARDED A BONUS FOR THE YEAR TO APRIL 2017

86%



88%



## PAY QUARTILES

	Total	Male	Female	% Male	% Female
Lower	63	26	37	41%	59%
Lower middle	62	25	37	40%	60%
Upper middle	62	25	37	40%	60%
Upper	62	26	36	42%	58%

The above table illustrates the gender distribution at Rohan across the four equally sized quartiles, each containing just over 60 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 | Sept 2017