

# RADLEY

LONDON

## Gender Pay Gap 2023 (Snapshot Date April 2023)

### OVERVIEW

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Radley understand the importance of diversity in the workplace and welcomes all who want to be part of our team. As a handbag brand, women are at the centre of our decision making, strategy and purpose.

We are proud that our team is 84% female and women are represented as a majority in leadership positions across all sectors of our business. The dominance of females within our senior leadership team supports decisions we make on how we treat, pay and give opportunities to our predominantly female colleague base.

The annual Gender Pay Gap report remains an important measure for our business. However, we realise 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 within a number. As a business we continue to ensure we have an ongoing programme of initiatives that demonstrate our commitment to ensuring women are treated equally in the workplace, not only in terms of pay but also ensuring they have a voice and a place at the table.

We recognise that our entry level pay positions are mostly occupied by women in our Retail and Distribution Centre operations, we believe that this is in part due to the flexibility of part time, weekend and variable hours working. 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.

The measure that we continue to uphold, which falls outside this report is the commitment to equal pay. We pay both men and women the same for carrying out the same roles. Our hiring strategy supports this commitment. We know too well that women traditionally undervalue themselves when negotiating a salary. Therefore, we always provide candidates with the salary banding for the role first and avoid asking for salary expectations where it is not necessary to do so.

We are honoured to maintain our partnerships with charities such as Smart Works and to ensure we continue to support women both in and outside of our organisation. We are proud to part of the British Retail Consortium (BRC) 'Diversity, Equality & Inclusion Charter which, along with our own internal DE&I initiative, 'Proud to Be...' (#proudtobe) 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 have to continue to look at ways to do more, to shrink the gender pay gap. Our work to reduce the pay gap between our male and our female colleagues will continue to be a focus but we remain cautious in terms of economic stability and as such will ensure that we do not take unsustainable decisions that may impact the long-term success of our business and ultimately be to the detriment of our predominantly female colleague base.



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## OUR GENDER PAY GAP RESULTS

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	Male	Female
Lower Quartile	3%	97%
Lower Middle Quartile	8%	92%
Upper Middle Quartile	19%	81%
Top Quartile	33%	67%

	April 2023
Mean Pay Gap	48%
Median Pay Gap	40%

## OUR BONUS GAP RESULTS

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	April 2023
Mean Bonus Gap	75%
Median Bonus Gap	36%

Proportion of colleagues receiving a Bonus	
Male	86%
Female	80%

## SUMMARY

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The results from this report will remain a key point of focus for our senior leadership team as we strive to reverse the ongoing GPG within our business. We will continue to work, as an organisation, to ensure that through our Diversity, Equality and Inclusion programmes we ensure we recognise the contribution that our female colleagues make to the overall success of the business and we hold a strong commitment to ensure they are rewarded in a way that is no less favourable than that of their male counterparts.

We understand there is still more work to be done to narrow the gender pay gap within our business and we will endeavour to ensure that it continues to be a key business priority. We make this commitment knowing that we face some challenging times ahead that will continue to have an impact on the UK employment market.

