

# REISS

## REISS GENDER PAY GAP REPORT 2024

We have produced our Gender Pay Gap Report to provide an overview of pay within our business, demonstrating the differences in average pay between all male and female employees, based on a snapshot as of 5 April 2024.

Our mean pay gap, at 7%, has increased by 2% since our last Gender Pay Gap Report in 2023 (5%).

We are proud to report that our median pay gap is zero. We believe the median to be a more representative measure of the pay gap at Reiss as it is not affected by outliers at the top or bottom of the pay range.

Our mean bonus pay gap has improved to -1% in 2024 compared to 24% in 2023, 28% in 2022. This is partially due to a flat rate bonus being paid to our Head Office employees in 2024.

Our median bonus pay gap is -17% in 2024, and whilst the gap has widened from -13% in 2023, the range between genders in monetary terms is small at £31.

### CLOSING THE GAP

Our Executive Team continues to have a gender ratio of 55% female and 45% male.

Our methodology in relation to how we determine pay and bonus rates at Reiss is gender-neutral. We will continue to review our attraction and retention strategies across all areas of the business to ensure that we continually promote an inclusive and diverse workforce where everyone feels they belong.

I confirm that the information in this report is accurate.

**Vanessa Saunders**  
**People Director, Reiss**

## GENDER PAY DIFFERENCE

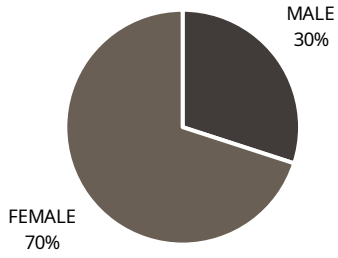
DIFFERENCE BETWEEN MEN & WOMEN	MEAN PAY GAP	MEDIAN PAY GAP
PAY	7%	0%

## GENDER BONUS PAY DIFFERENCE

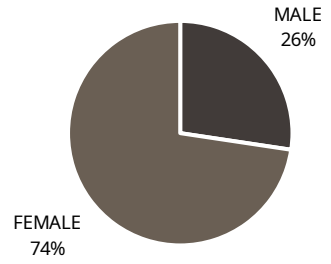
DIFFERENCE BETWEEN MEN & WOMEN	MEAN BONUS GAP	MEDIAN BONUS GAP
BONUS	-1%	-17%

## PAY QUARTILES

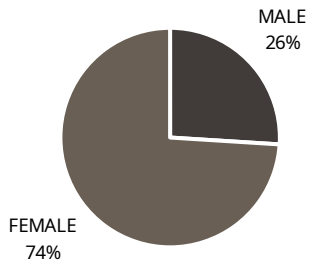
### LOWER QUARTILE



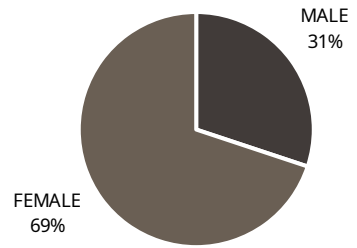
### LOWER MIDDLE QUARTILE



### UPPER MIDDLE QUARTILE

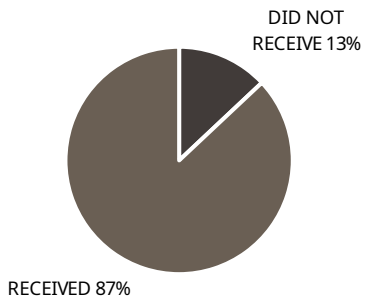


### UPPER QUARTILE



## BONUS RECEIVED

### MALE



### FEMALE

