

A photograph of a River Island retail store interior. The background wall is made of light-colored wood panels in a herringbone pattern. The 'River Island' logo is mounted on the wall in a large, black, serif font with a white glow effect. Below the logo, there are several framed certificates or awards on a shelf, along with a potted plant. To the left, a black metal shelving unit holds various accessories like shoes and handbags. In the foreground, a floral patterned fabric is visible.

River Island

United Kingdom & Republic of Ireland

Gender Pay Report

2024

A Note From Our Chief People Officer

At River Island, we believe in developing a culture where everyone feels they belong and can bring their authentic selves to work. When this happens, our colleagues are more engaged and are empowered to make a more meaningful contribution to work and the world around us. This belief underpins our longstanding equity, diversity and inclusion (EDI) agenda, and drives our commitment to making a positive difference within our organisation and the communities in which we operate.

In this report, we provide our gender pay gap information for both our UK & Ireland businesses. We're committed to delivering initiatives to improve how we attract, engage, and develop women, and other represented groups and therefore celebrate that our UK Gender pay gap **has improved** this year.

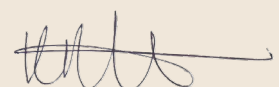
Our UK median gender pay **gap has decreased from 10.1% to 0%**, and the mean gender pay gap **decreased from 32% to 19.5%**. The improvement in the hourly pay gap is influenced by an **increase in women** in the **upper pay quartile**.

Our Republic of Ireland median gender pay **gap has slightly increased from 0% to 2.4%, however** the mean gender pay **gap has improved from 2% to -71.9%**. From a mean pay gap perspective, this means that average pay for **women is higher than men** in Ireland.

We are proud to have a strong representation of women in all our pay quartiles, with our upper and upper middle quartile demonstrating a high number of females in senior roles.

At River Island, we want to consistently deliver excellent customer experience every day. We are striving to do this with a team that truly represents the communities in which we live, work and serve.

We are pleased that our Gender Pay Gap has narrowed and we have improved our female representation both on the board of directors and in other senior leadership positions. The initiatives we outline in the following pages will apply across our business, as we try to ensure fairness and equity for all our employees, no matter where they work.



Kirsty Homer
Chief People Officer

Gender Pay Gap Explained

The Gender Pay Gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same/similar jobs or work of equal value. Equal pay is an employer's legal obligation to give men and women equal pay for equal work.

The gender pay gap shows the difference between the average pay of all women compared to the average pay of all men within the organisation, across all job roles. Therefore, the gender pay gap is a measure of whether all roles are evenly distributed between men and women and, critically, whether women are equally represented at the highest levels of the organisation.

This means that the representation of male and female colleagues within our business will have an impact on the gender pay gap. As with many retail organisations with a focus on womenswear, our gender pay gap at River Island is strongly influenced by the high percentage of female colleagues in our stores and the type of roles they undertake.

A positive figure indicates a pay gap in favour of men and a negative figure indicates a gap in favour of women.



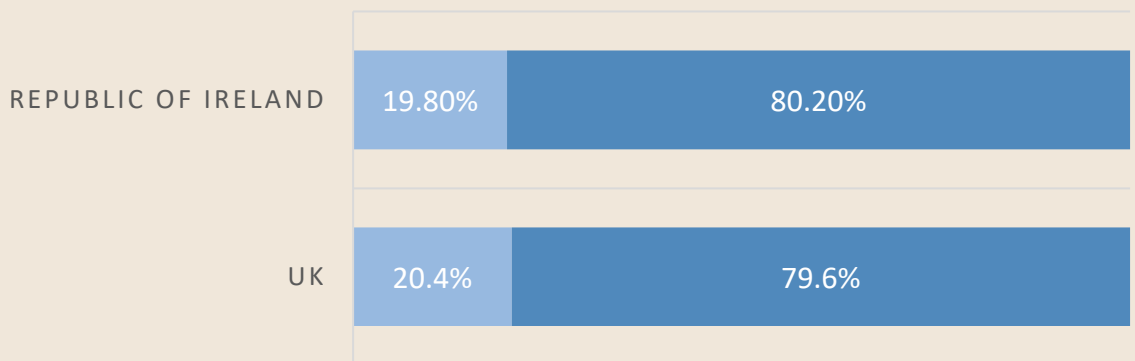
Our Workforce

We are proud to report a high percentage of female representation in the business with women accounting for **79.6%** of our UK workforce and **80.2%** of our ROI workforce. Of that %, women represent **72.6%** of our highest pay quartile in the UK and **78.1%** of our highest pay quartile in the ROI.

This demonstrates that women are able to make it through to the top roles within our UK business and are well represented at all levels.

The representation of male and female colleagues within our business will have an impact on the gender pay gap. As with many retail organisations, our gender pay gap at River Island is strongly influenced by the high percentage of female colleagues in our stores and the type of roles they undertake.

GENDER SPLIT ■ Male ■ Female



Gender pay gap regulations mean we must identify our people as either male or female.

However, we recognise that gender identity is not always binary, and we have adapted our HR system so our colleagues can identify themselves as they prefer as the Island is and will always be a safe place regardless of gender.

Gender Pay Gap

Gender Pay Gap	Mean		Median	
	2023	2024	2023	2024
UK	32%	19.5%	10.1%	0%
Republic of Ireland	2%	-71.9% (Negative)	0%	2.4%

We are pleased that our UK median gender pay gap is neutral this year, which means that at the mid-point of both male and females, they are paid the same rate. The mean gender pay gap has also decreased by 12.5% this year. Both results have been **influenced by a 2.3% decrease in men in the upper pay quartile compared to last year and the introduction of 2 females onto the board.** The UK median is lower than the ONS UK median of 7.0% for full time employees.

Our **ROI** median gender pay gap has slightly increased by 2.4%, this has been influenced by a 6.3% increase in men in the upper pay quartile compared to last year. The mean gender pay gap is **-71.9%**, (last year our mean was 2%), which highlights a **significant improvement** and shows that women are now earning more than men on average in ROI.



Bonus Pay Gap

There were **no** company bonus scheme payouts in 2023/24 in either of our UK or ROI businesses.

However, there were some small bonuses paid in the UK, but this represented less than 1% of our employee base. Of these bonuses **79.4%** were awarded to females, but the mean bonus gap of 34.2% indicates on average, men received higher bonuses.

The median bonus gap of **0%** shows similarity at the midpoint, where bonuses awarded to males and females were equal

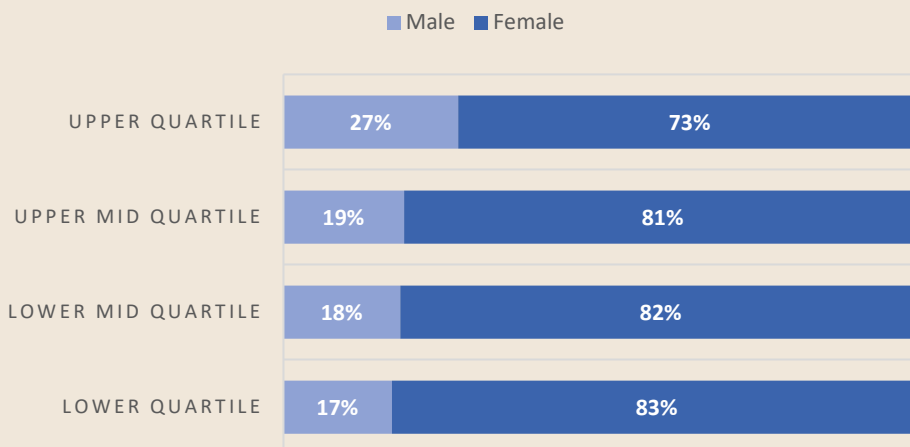
Our Pay Quartiles

The pay quartiles rank all colleagues' hourly pay across the business from lowest to highest and are divided into four groups. The lower quartile represents our entry level roles, while the top quartile represents the most senior roles in the structure, which are our highest paid roles.

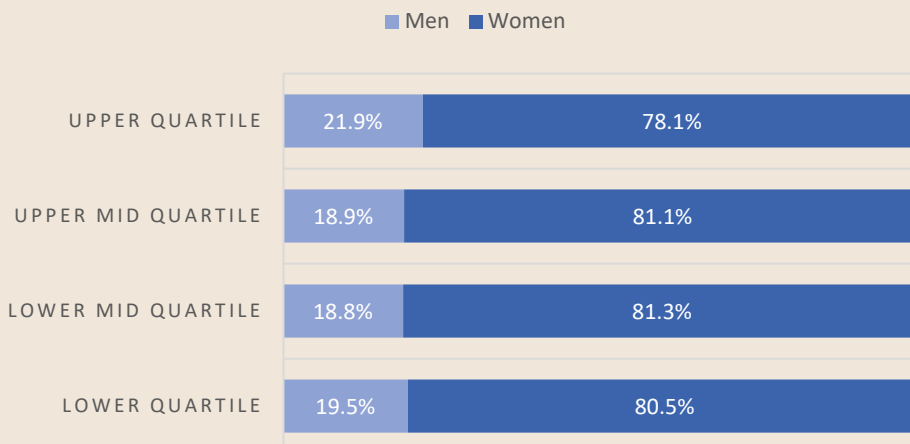
There has been an improvement in the **UK** upper quartile compared to last year, where **women's representation increased by over 2%**, indicating progress in addressing gender disparities in high-paying roles, in particular, with 2 females joining the board.

While our results are generally positive, we are committed to maintaining and further improving this position and aim to increase the number of women through middle management and senior leadership roles in the wider business. We strive to remove any potential barriers that could prevent women from obtaining these roles, such as providing the right training and offering more flexible working opportunities in senior roles.

UK QUARTILES



REPUBLIC OF IRELAND QUARTILES



OUR PLANS AND PROGRESS

ATTRACTING TALENT

Working closely with our partners, we are continuously reviewing and evolving our talent acquisition practices, helping us to attract a diverse range of talent for roles across the business.

CREATING OPPORTUNITIES TO GROW AND DEVELOP

We continue our partnership with Diversity in Retail and to engage in a few of their leadership development programmes focussing on ethnicity and women in leadership and we remain committed to using the learning and delegates' experience to strengthen our commitment to Inclusive career progression for everyone.

Our Inclusive leader workshops now form part of development for all leaders and managers and provide a safe space to learn and create inclusive culture strengthening our commitment to Inclusion.

CELEBRATING CULTURE

We continue to recognise and celebrate a range of cultural moments that are important to our people by encouraging our them to share their stories and experiences to create a sense of belonging and learning .This year we placed a focus on International Women's Day and offered women the opportunity to be mentored by other women in Leadership positions to support career progression and growth. We also celebrated PRIDE, Black History month and National Inclusion week and we introduced Pro-noun badges through our PROUD Community.

SUPPORTING WOMEN THROUGH HEALTH AND LIFE EVENTS

We remain committed to supporting women during key health and life events such as menopause, living with cancer, and experiencing domestic abuse. Our approach ensures access to education, tailored support, and expert advice, empowering women to navigate these challenges.

In addition, we've equipped our people managers with the knowledge and resources to provide compassionate guidance and appropriate signposting.

We recognise the importance of fostering awareness and understanding among men regarding health and life events that primarily affect women, such as menopause. By providing education and resources, we empower men to be informed allies—whether as colleagues, partners, or leaders—creating a workplace culture of empathy and support.

This year, we also acknowledged the unique challenges faced by working mothers and carers. Our FACE (Families and Carers Engaged) community organised a dedicated coffee morning for women on maternity, adoption, and shared parental leave. The event created a supportive space for women to connect, share experiences, and access advice on topics such as KIT days and pensions.



Our Focus for 2025:

- **Inclusive Recruitment Practices**
We are committed to reviewing and redesigning our recruitment processes to eliminate bias and create a fairer, more inclusive approach by piloting in our retail teams an Inclusive recruitment programme.
- **Parental Coaching**
We are committed to providing support for returning parents through our coaching programme and giving people access to the right support to be able to return to the workplace.
- **Diversity Data**
Continuing to raise awareness with Leaders and colleagues around the importance of inputting their Diversity Data, so we can have insight into important topics such as career progression, equal opportunities and challenges faced by underrepresented groups.
- **Communities**
We continue with our commitment to our ERG (Communities)and will introduce chairs and leads roles into each community as well as allocated budget for each community to support the people they represent with things like; coaching career development, mentoring and awareness.



