GENDER PAY REPORT

UK MEDIAN GENDER PAY GAP AND OUR RESULTS

Our Targets

- Actively promote the recruitment of candidates from diverse social backgrounds.
- Improve representation of people with disabilities.
- Adaptation of our New Candidate Management system – incorporating blind sifting.
- New recruitment criteria processes/partnerships and resourcing providers to ensure gender and socio-economic diversity within our recruitment process.
- Development of a new Candidate Management system.
- Other initiatives include mandatory unconscious bias training, Leadership programmes for candidates and Operating Board level adaptation of our New Candidate Management system – incorporating blind sifting. Diversity at all levels as well as diversity in our partnerships in sourcing Talent remains a key priority for us.
- We have also invested this year in a new Candidate Management System that now allows us to blind sift candidates. Diversity at all levels as well as diversity in our partnerships in sourcing Talent remains a key priority for us.

Our Successes

- We have made significant progress in improving diversity and inclusion within our organisation. The appointment of 7 new female Directors of 'Director of' roles out of 11 vacancies, brings the percentage of women in 'Director of' roles up to 63.6%
- 56% of the Senior Leadership team is female
- 72% women workforce
- 78% women on our Board of Directors
- 56.7% women on the Board
- 49% women on our Executive Team
- 73% women on the Board of Directors
- We continue to work hard through talent acquisition and development programmes to ensure that we reflect our demographics and invest, to continue to build on our success in maintaining River Island as a truly unique place to work for everyone.

Pay Quartiles

<table>
<thead>
<tr>
<th>LOWER QUARTILE</th>
<th>MEDIAN</th>
<th>UPPER QUARTILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>33.8%</td>
<td>50%</td>
</tr>
<tr>
<td>FEMALE</td>
<td>43.6%</td>
<td>59%</td>
</tr>
</tbody>
</table>

Recruiting Bonus %

<table>
<thead>
<tr>
<th>EMPLOYEES</th>
<th>FEMALE</th>
<th>MALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>Part-time</td>
<td>8%</td>
<td>10%</td>
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</tbody>
</table>

Our Commitment

By implementing the above, we aim to continue to improve the diversity and inclusion within our organisation.

Will Kernan CEO.