

REISS GENDER PAY GAP REPORT 2022

We have produced our Gender Pay Gap Report to provide a high-level snapshot of pay within our business, demonstrating the differences in average pay between all male and female employees, based on a snapshot of 5 April 2022.

Our mean pay gap, at 9%, has improved by 8% since our last Gender Pay Gap Report in 2021 (17%). Between 2020 and 2021 we reduced our pay gap by 0.6% and we will continue to build on this progress. Our median pay gap sits at -1%, far below the national average median pay gap of 14.9%. We believe the median to be a more representative measure of the pay gap at Reiss as it not affected by outliers at the top or bottom of the pay range.

A point of note is that our mean bonus pay gap has improved to 28% in 2022, compared to 60% in 2021. In 2021, we did not pay a Head Office bonus, and our store bonus scheme had been heavily impacted by closures during the pandemic. In 2022, we were able to award a Head Office bonus and more of our retail team received payments under the store bonus scheme.

CLOSING THE GAP

In 2021, our Executive Team had a gender ratio of 42% female and 58% male. In 2022, the gender ratio of our Executive Team currently sits at 45% female and 55% male.

Our methodology in relation to how we determine pay 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.

I confirm that the information in this report is accurate.

Luke East
People & Culture Director, Reiss Ltd.

GENDER PAY DIFFERENCE

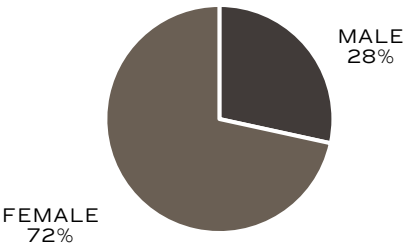
DIFFERENCE BETWEEN MEN & WOMEN	MEAN PAY GAP	MEDIAN PAY GAP
PAY	9%	-1%

GENDER BONUS PAY DIFFERENCE

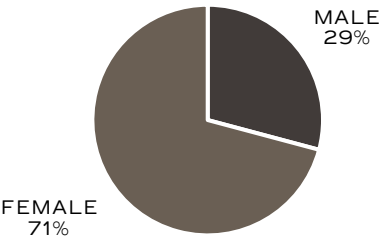
DIFFERENCE BETWEEN MEN & WOMEN	MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
BONUS	28%	15%

PAY QUARTILES

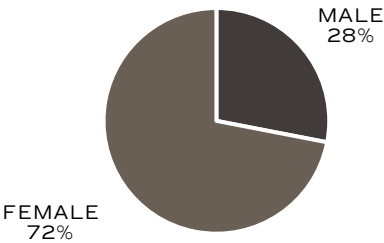
LOWER QUARTILE



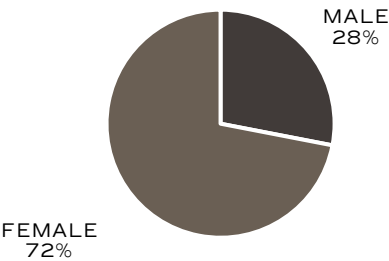
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE

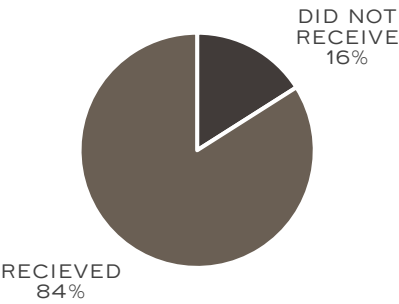


UPPER QUARTILE



BONUS RECEIVED

MALE



FEMALE

