

REISS GENDER PAY GAP REPORT 2021

Throughout the past year we have encountered unprecedented challenges and, like many others, we have been focused on weathering the impact of the global COVID-19 pandemic. As we emerge and adapt to the new normal, we feel it is imperative to reaffirm our commitment to equality in the workplace.

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 2021.

Our mean pay gap, at 17%, has improved slightly since 2020 (18%). Between 2018 and 2019 we reduced our pay gap by 6.3% and so we will now work to resume and continue this progress. Our median pay gap sits at -2%, far below the national average of 15.9%. We believe this 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.

A point of note is that our mean bonus pay gap is +60% in 2021, however, we believe this is not a true representation of how bonuses are paid at Reiss. During the pandemic, our bonus schemes were heavily impacted, with our Retail schemes only operating for a number of weeks between April 2020 and March 2021. Additionally, we did not pay a Head Office bonus in March 2021. With our Retail scheme now resumed and our current performance indicating that we should be in a position to pay a Head Office bonus in March 2022, we are confident that next year's Gender Pay Gap Report will show an improvement on this year's bonus pay gap figures.

CLOSING THE GAP

In 2019, our Executive Team had a gender ratio of 25% female and 75% male. In 2021, the gender ratio of our Executive Team currently sits at 42% female and 58% 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.

As pay reviews are carried out over the coming year, closing the mean gender pay gap will be a key priority. There is still work to do and we are committed to making improvements.

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	17%	-2%

GENDER BONUS PAY DIFFERENCE

DIFFERENCE BETWEEN MEN & WOMEN	MEAN PAY GAP	MEDIAN PAY GAP
BONUS	60%	36%

PAY QUARTILES

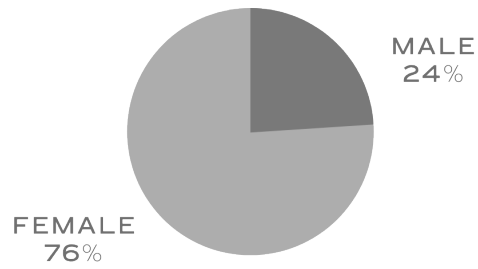
LOWER QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

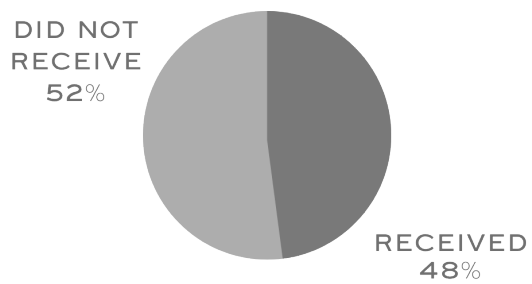


LOWER MIDDLE QUARTILE



BONUS RECEIVED

MALE



FEMALE

