

REISS GENDER PAY GAP REPORT 2023

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 2023.

Our mean pay gap, at 5%, has improved by 4% since our last Gender Pay Gap Report in 2022 (9%). Between 2020 and 2023 we have reduced our pay gap by 12.6% and we will continue to build on this progress.

A point of note is that our median pay gap sits at -3%, far below the national average median pay gap of 7.7%. 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.

Our mean bonus pay gap has improved to 24% in 2023, compared to 28% in 2022.

Our median bonus pay gap is -13% in 2023, compared to 15% in 2022, although the range between genders in monetary terms is small at £44.

CLOSING THE GAP

In 2022, our Executive Team had a gender ratio of 45% female and 55% male. The gender ratio of our Executive Team currently sits at 55% female and 45% 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 where everyone feels they belong.

I confirm that the information in this report is accurate.

Vanessa Saunders
People Director, Reiss

GENDER PAY DIFFERENCE

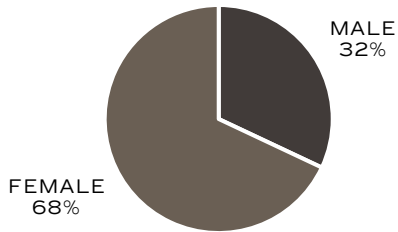
DIFFERENCE BETWEEN MEN & WOMEN	MEAN PAY GAP	MEDIAN PAY GAP
PAY	5%	-3%

GENDER BONUS PAY DIFFERENCE

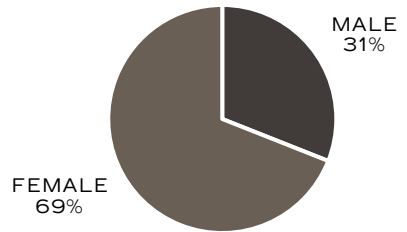
DIFFERENCE BETWEEN MEN & WOMEN	MEAN PAY GAP	MEDIAN PAY GAP
BONUS	24%	-13%

PAY QUARTILES

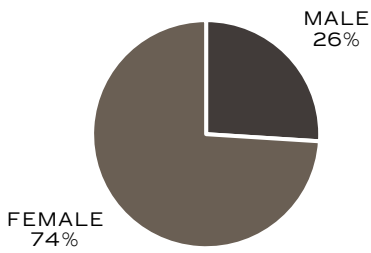
LOWER QUARTILE



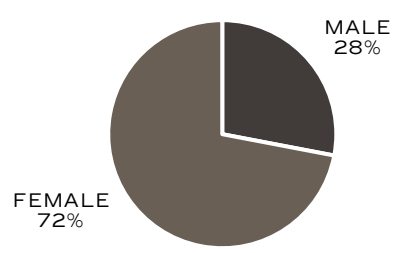
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE

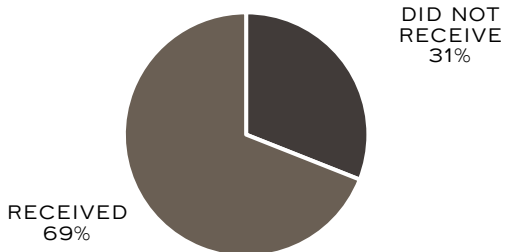


UPPER QUARTILE



BONUS RECEIVED

MALE



FEMALE

