

Gender Pay Gap Report

2019

Robert Dyas

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Message from the Company Secretary

Robert Dyas is part of the Theo Paphitis Retail Group which also includes Ryman, Boux Avenue and London Graphic Centre, with over 4,000 colleagues and over 330 retail stores across the UK.

Our colleagues are the most important and vital part of our business as the customer interface, and I am delighted to be driving the people strategy and in particular championing equality, diversity and inclusion at board level. There has never been a more crucial time for these issues to be front and centre for any business.

Robert Dyas's people-focused culture ensures consistency and this is translated in the minimal change to our already solid statistics from last year, and these continue to be significantly more favourable than those of the Office of National Statistics.

We are proud of the opportunities offered across all levels of our business and our strong relationship with Retail Week's Be Inspired, has resulted in 59 colleagues attending workshops throughout the year, across all the businesses. This is a fantastic programme with a focus on developing future female leaders, also attended by some of our male colleagues.

Data is constantly reviewed to test our progress in this area ensuring that this reflects our belief that diversity and equality have been, and will continue to be, a key element of our success.



Kirsten Lawton

Company Secretary



Robert Dyas

MEAN 2019

10.9% MEAN 2018
12%

MEDIAN 2019

4.4% MEDIAN 2018
4.6%

Office of National Statistics provisional for retail

MEAN 2019

17.3% MEAN 2018
17.6%

MEDIAN 2019

9.5% MEDIAN 2018
9.1%

Office of National Statistics provisional for the UK

MEAN 2019

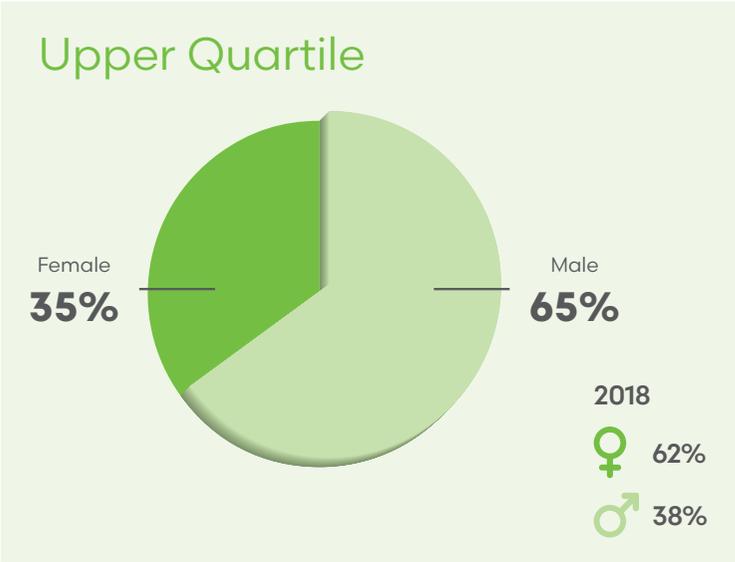
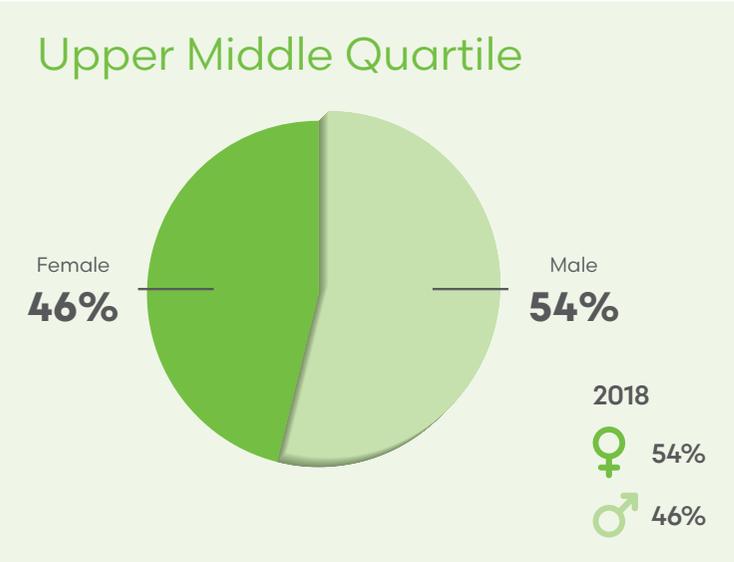
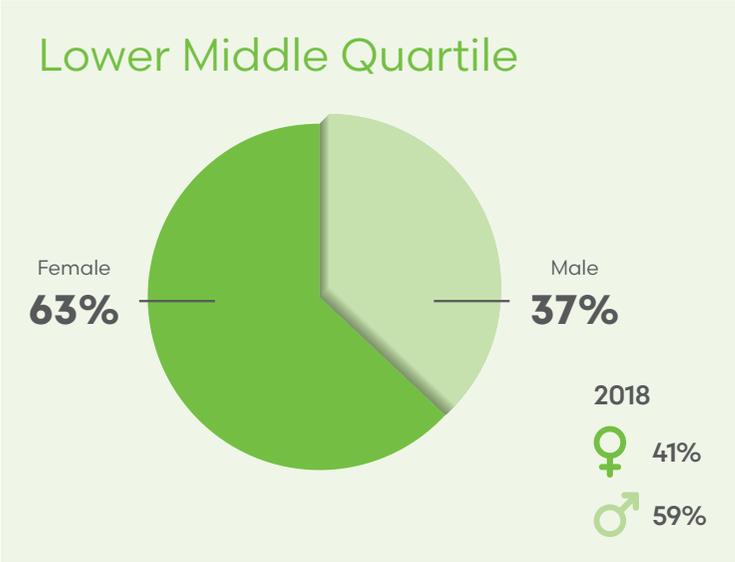
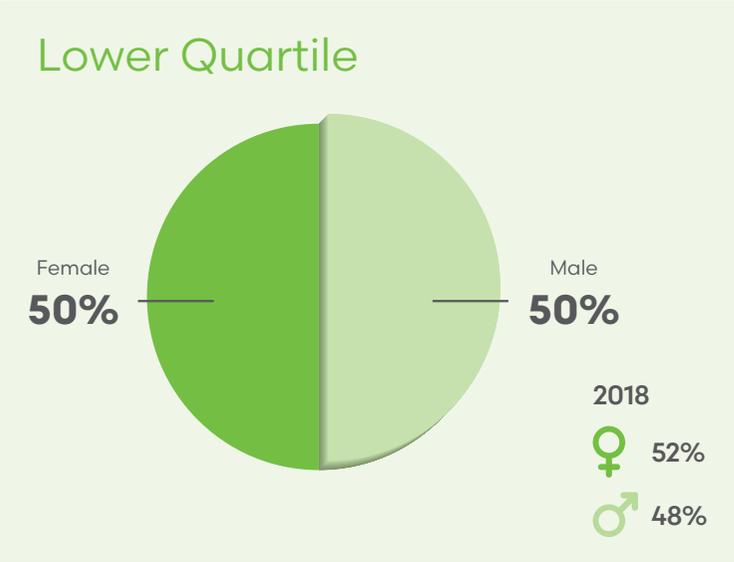
16.2% MEAN 2018
17.1%

MEDIAN 2019

17.3% MEDIAN 2018
17.9%

Our Pay Quartiles

Proportion of male and female employees according to quartile pay bands:



Understanding the statistics

RD We again see our statistics are significantly more favourable than those provisionally reported from the Office of National Statistics for Retail and the UK.

RD Robert Dyas continues to promote flexible working by offering varied shift patterns, which generally attracts a higher ratio of females, however we are pleased with our exact 50/50 split of females to males in the lower quartile.



Our good news stories on how we continue to **retain, recognise and nurture** talent

Robert Dyas continues its strong relationship with Retail Week's Be Inspired programme, which exists to promote gender balance across all levels in retail. The programme encourages females to fulfil their career aspirations and foster a culture of career confidence. Robert Dyas also has strong relationships with OSS Retail and both of these initiatives work alongside our own internal management courses and apprenticeship programmes.



RD Melissa Titshall
Head of Marketing is now on the Be Inspired Senior Leadership Academy; a year long programme for talented and aspiring senior colleagues.

"The Be Inspired Senior Leadership programme offers me the space to learn about all areas within the retail sector, and wider issues including wellbeing in the workplace, self confidence and diversity & inclusion. It is also time to network with like-minded individuals and peers who will be leading from the front in years to come. It's a great initiative to be part of and time well spent and valued in terms of personal development, with key learnings for the benefit of me and ultimately my team!"

RD Kirsten Lawton, Company Secretary, now has increased responsibility to include people, diversity and inclusion, and ensures that these are all part of the board agenda on a regular basis.

RD Maria Davies, City & Services Operations Manager is also on the Retail Week 'Be Inspired' Senior Leadership Academy, after being identified as a high-potential colleague, having joined the business in 2019.



Laura Keane

Laura Keane
Group HR Director

I can confirm that our data has been calculated according to the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our Gender Bonus Gap

Mean Gender Pay Gap in Bonus Pay

2019	2018
56%	51%

Median Gender Pay Gap in Bonus Pay

2019	2018
4%	26%

Who Received Bonus Pay

Men

2019	2018
62%	62%

Women

2019	2018
67%	67%