



Gender Pay Gap Report 2022

Robert Dyas

A message from Theo

Robert Dyas is part of my retail group that also encompasses Ryman, Boux Avenue and London Graphic Centre.

We are a family of multi-brands employing over 3500 colleagues across 300 retail stores, focused on delivering fantastic customer service and first class product knowledge.

Our colleagues are at the heart of everything we do and their commitment to our values and vision is instrumental to our success.

We continue in our vision to create a feeling of belonging, where we can all be ourselves without fear or judgement, no matter our background, identity or circumstances. We continue to offer equal opportunities to develop and progress at whatever stage in your career.

Our aim is to successfully continue to operate and navigate our way through all the challenges in our post Covid world with a focus on community and wellbeing.

We will continue to review our data to test our progress in all areas ensuring this reflects on our belief that diversity and equality have been, and will continue to be a key element of our success.

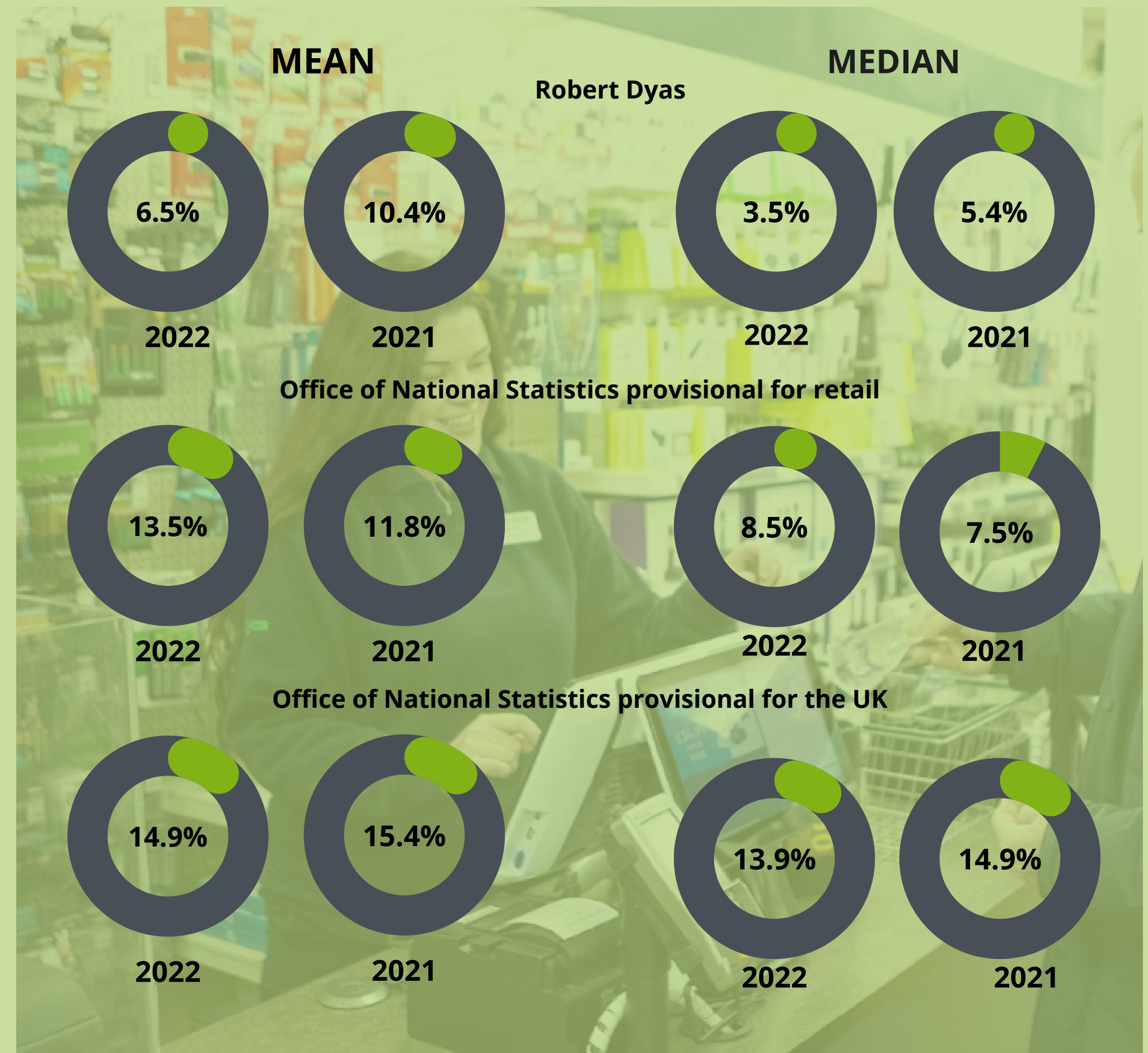


Gender Pay Gap: What do we report on and our statistics

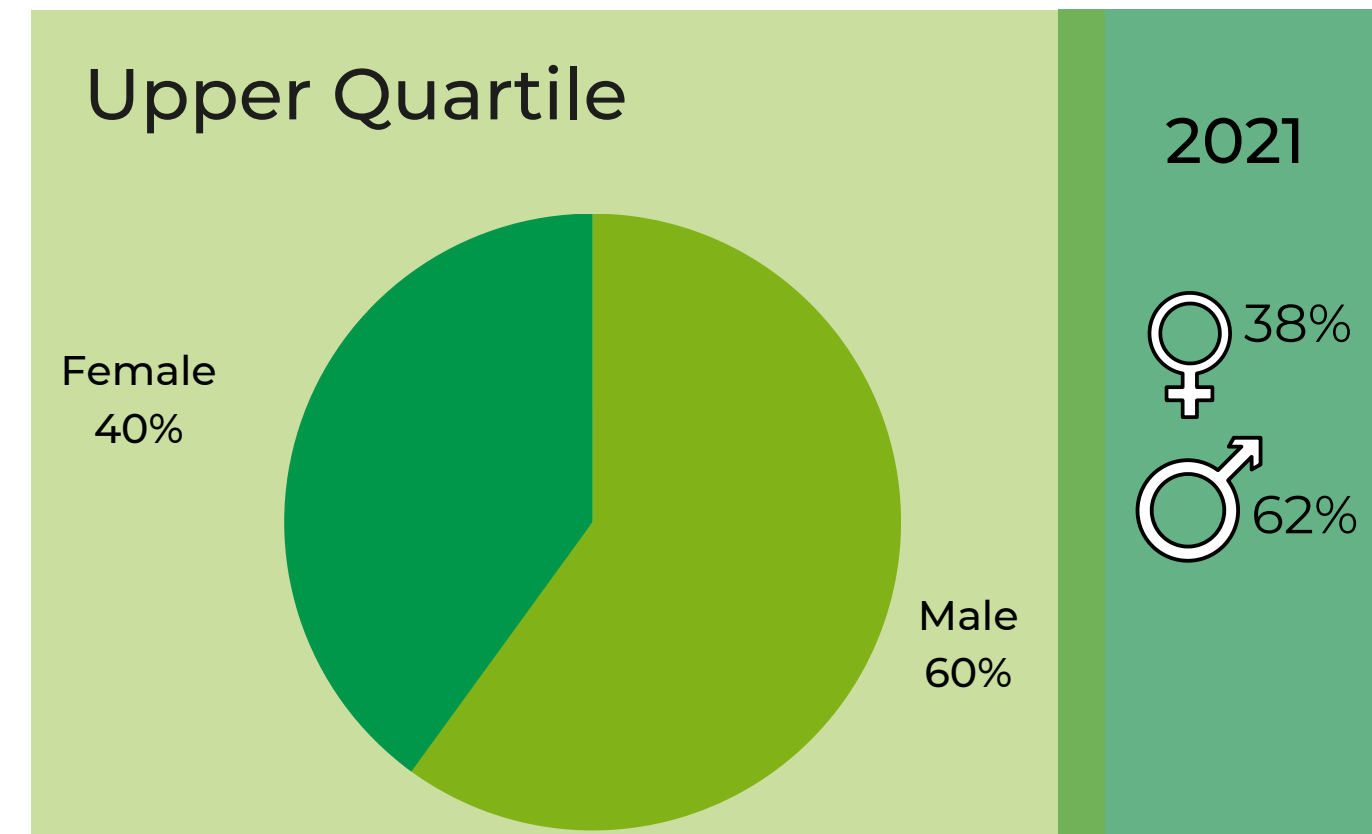
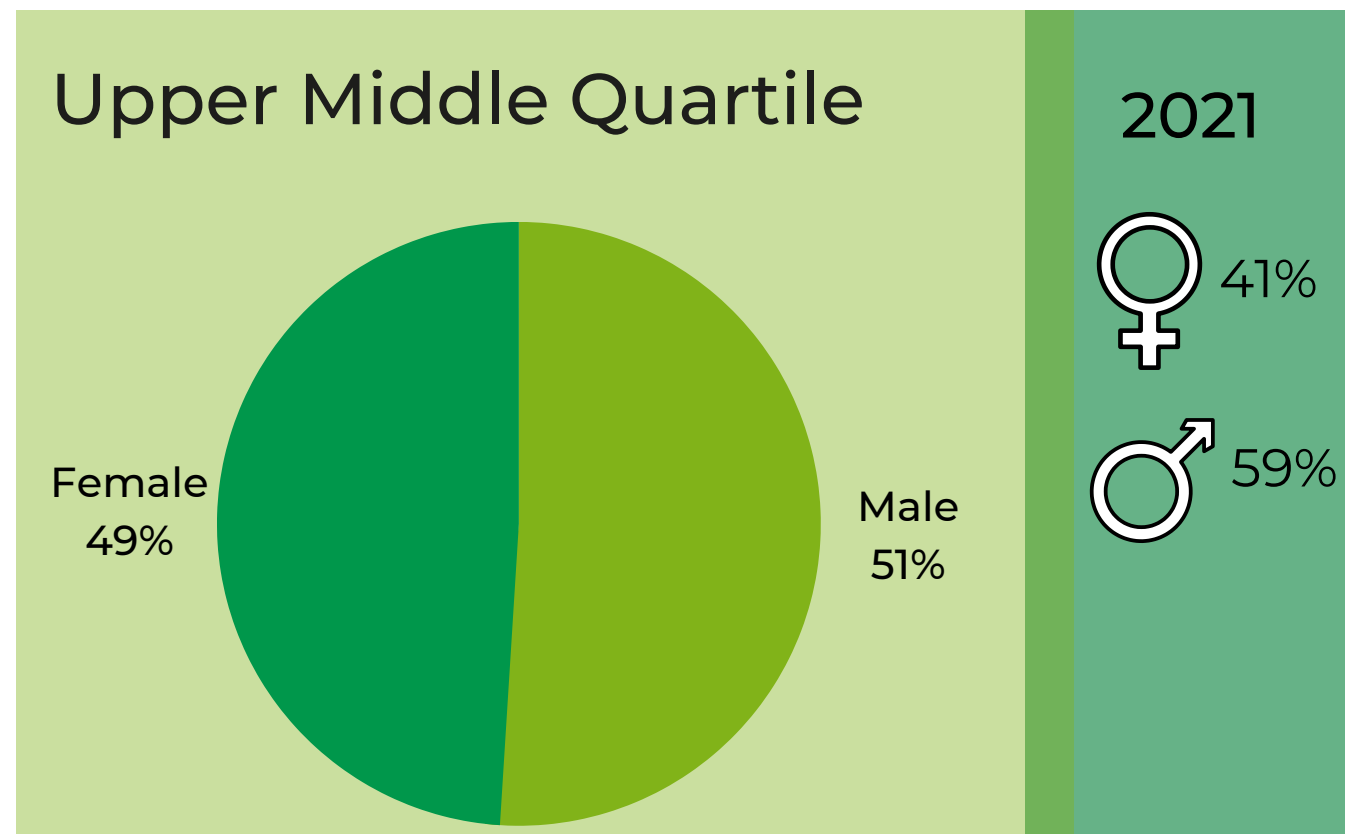
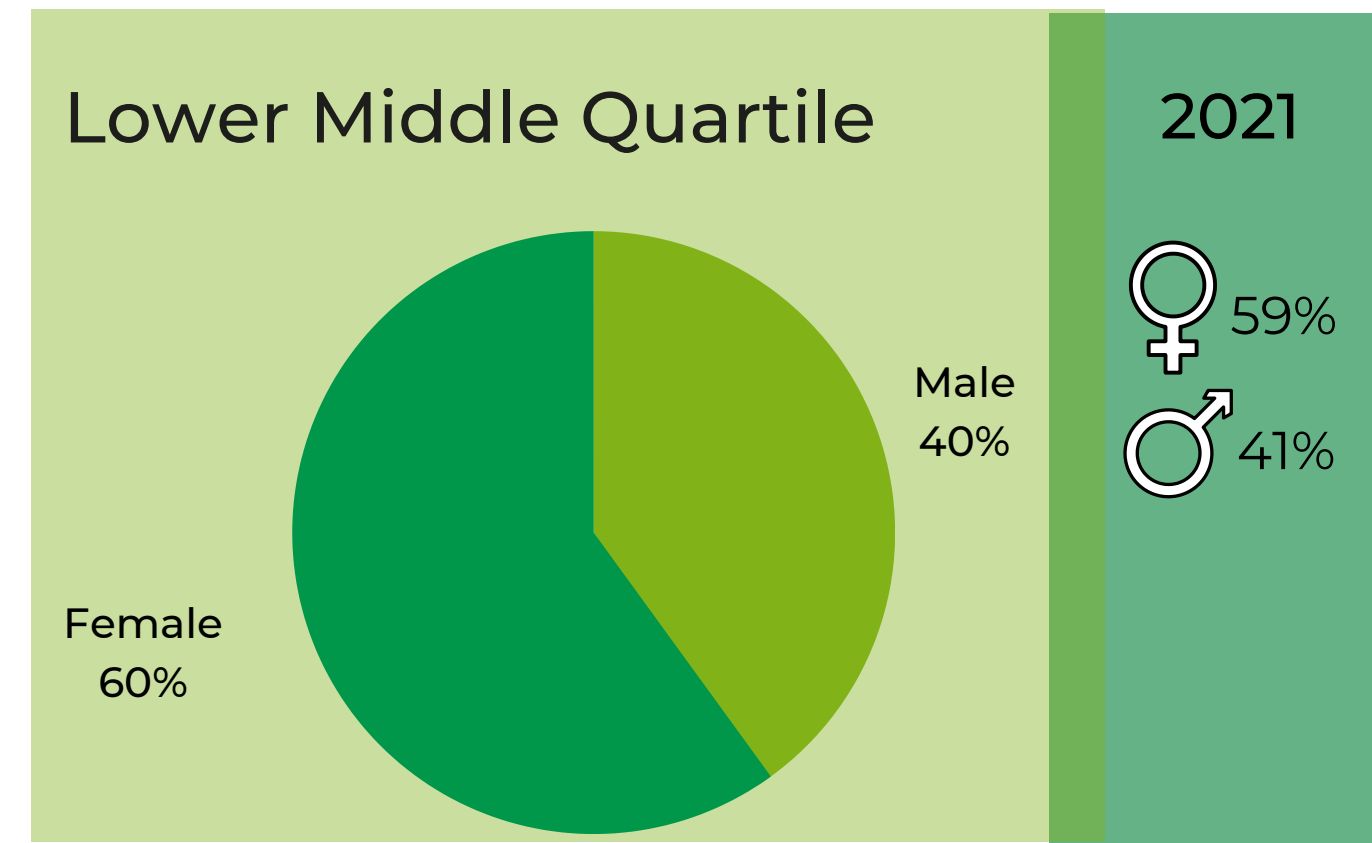
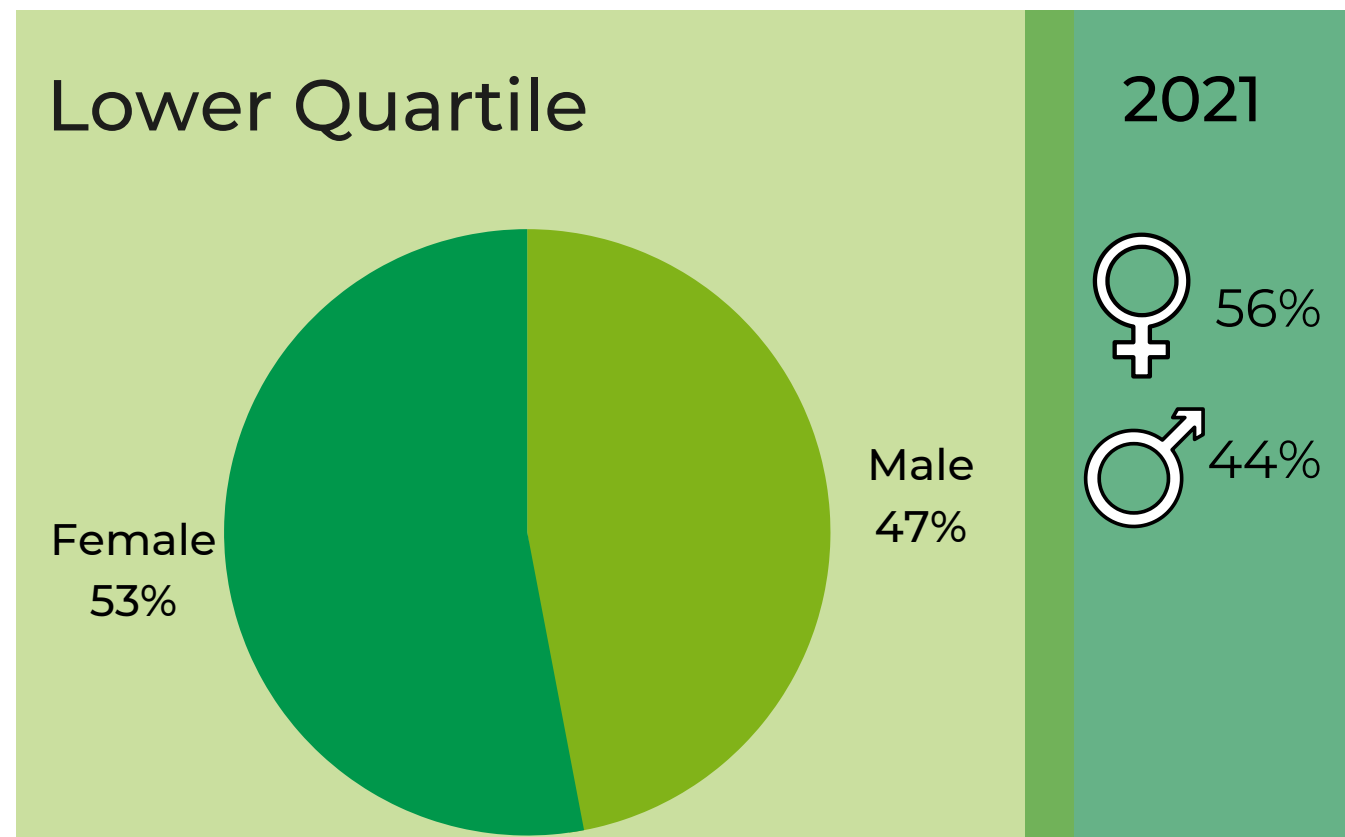
The legislation requires a UK employer with 250 employees or more to publish their Gender Pay Gap each year.

When reporting on the Gender Pay Gap, we look at the following data:

- RD Our MEAN** data, which is the difference between the average hourly earnings of men and women.
- RD Our MEDIAN** data, which is the difference between the midpoints in the ranges of hourly earnings of men and women.
- RD Our PAY QUARTILES**, breaking down the levels of our employees into four areas (lower quartile, lower middle quartile, upper middle quartile and upper quartile).
- RD Our BONUS PAY GAP**, reporting on the percentage of men and women who received a bonus and our MEAN and MEDIAN data specifically looking at who received a bonus. Fuller details are later in the report.



Our Pay Quartiles

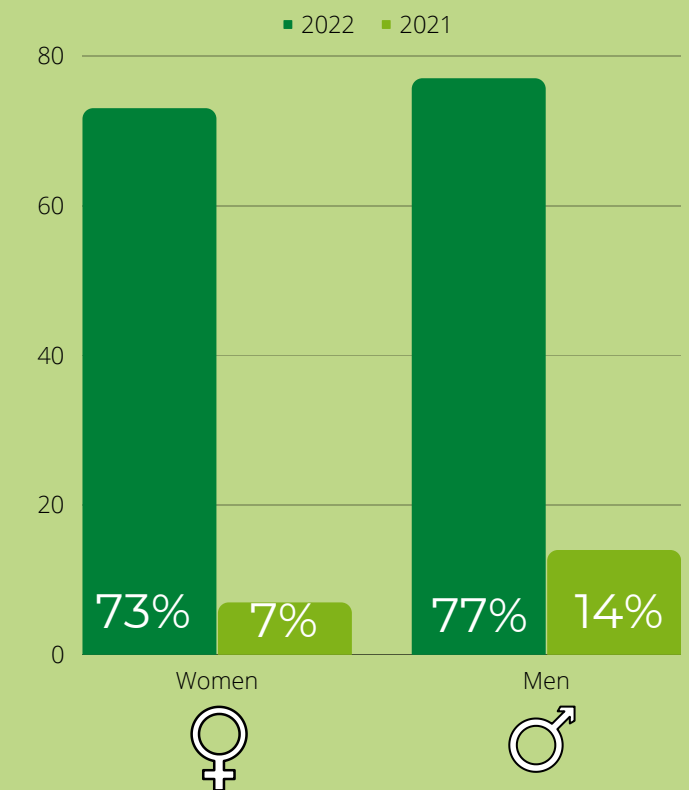


Understanding our statistics and actions

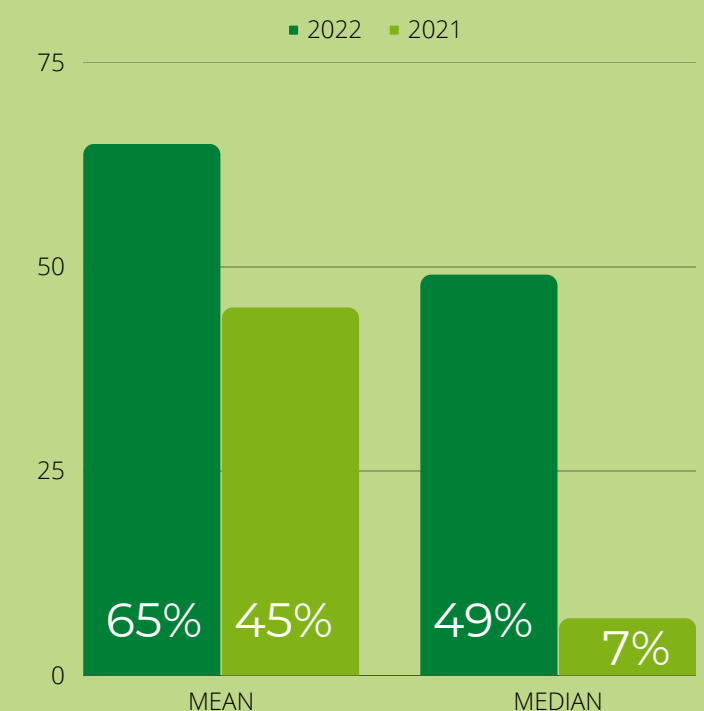
- RD We are pleased to see both a significant reduction in our MEAN percentage compared to both 2021 and to that of the Office of National Statistics provisional of retail. We are also pleased with a reduction in the MEDIAN percentage.
- RD The methodology stated in the gender pay gap regulations requires us to report on the difference in the actual amount of bonus received by our colleagues. More bonus was paid to both Women and Men but primarily it was our Distribution Centre and head office who received bonus which has a higher population of Men which has driven up both the Median and Mean statistic.
- RD We continue to focus on our recruitment processes to create diverse shortlists to ensure we recruit the right talent for the right role.
- RD We are working with our managers to upskill and educate to minimise unconscious bias in all people-related processes.
- RD We continue to review our data to test our progress in all areas ensuring this reflects our belief that diversity and equality have been, and will continue to be a key element to our success.
- RD We have invested in a new fully integrated HR Information System that will help us monitor and report on workplace diversity.

Our Gender Bonus Gap

Who received Bonus Pay



Gender Pay gap in Bonus Pay



"Our people are at the heart of what we do"



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

Laura Keane
Group People Director

“It's a privilege to work for a people focused business that's passionate about retail. I've always been motivated by making a difference, and as the first appointment as Group Head of CSR, I ensure our brands have a clear plan that delivers a positive impact to our communities and our planet.”

Siddharth Raghavan
Group Head of Corporate and Social Responsibility



“I've worked for Robert Dyas for 22 years and I'm having an incredible journey within the business. I have just supported a brand new store opening in Saffron Walden, and previously was the store manager of the businesses flagship store in Canary Wharf for 11 years.

I've had the opportunity to work on Store projects and have worked alongside our District Managers to assist sales, stock control and commercial ideas.

I have progressed colleagues into their next career steps, which resulted in me being a training store for new management joining the business.

I feel my opinion matters and I'm always listened to. I am extremely passionate about the business and the way I have been looked after.”

Debbie Croucher
Store Manager



“I joined Robert Dyas just over 4 years ago to manage the digital marketing channels for the business and didn't realise at the time quite how much I would end up learning and getting involved. The growth of online through the pandemic definitely threw up a whole host of extra challenges but what I love about the team is the way we are able to leverage what we have and adapt the way we work to meet those challenges head on. Most recently I've had the opportunity to take on a completely new role managing the implementation of strategic projects and working with all the departments to continue to improve our offering to the customer.”

Tanya Carter
Senior Digital Strategy & Programme Manager

