



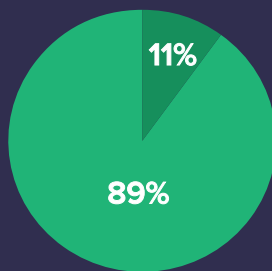
The Retail People

# Gender Pay Gap Report 2022

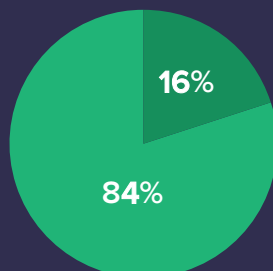
## Difference in hourly rate

Women's mean hourly rate is 1.6% lower than men's.

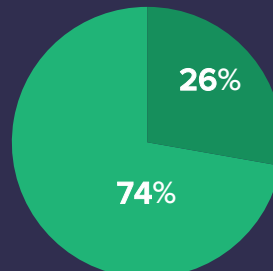
Women's median hourly rate is 7% lower than men's.



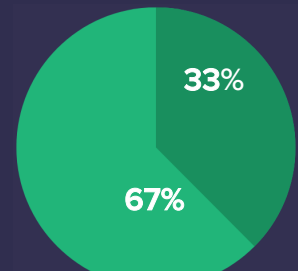
Lower  
Quartile



Lower-Middle  
Quartile



Upper-Middle  
Quartile



Upper  
Quartile

● Female ● Male

8% of women and 8% of men received a bonus.

I confirm the data reported above is accurate.

**Daniel O'Toole**

CEO

1st April 2023

