



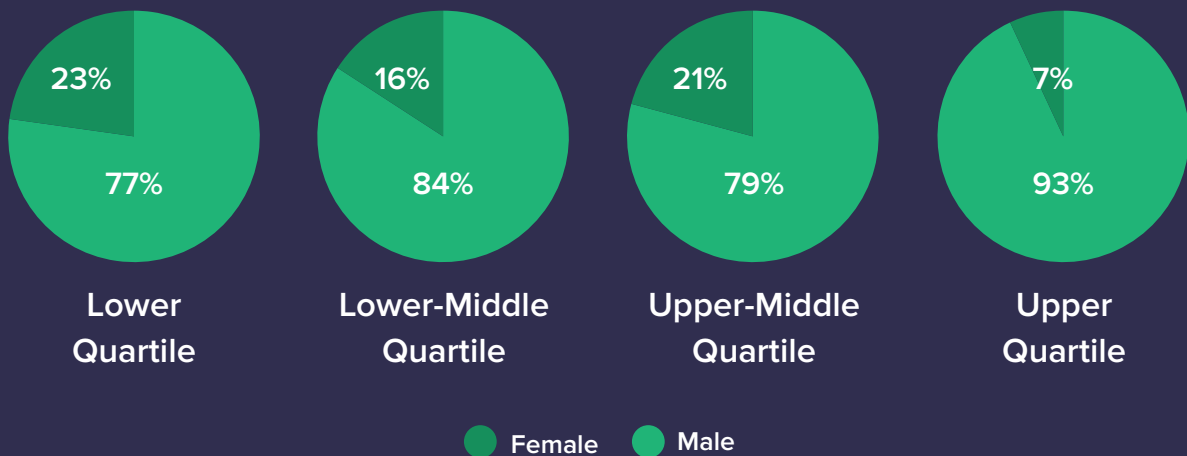
The Retail People

# Gender Pay Gap Report 2017

## Difference in hourly rate

Women's mean hourly rate is 7.1% higher than men's.

Women's median hourly rate is 3.3% higher than men's.



## Difference in bonus pay

14.5% of women and 4.8% of men received a bonus.

Women's mean bonus pay is 18.1% lower than men's

Women's median bonus pay is 15.2% lower than men's

## Passionate about fairness

We are confident that men and women are paid equally for doing equivalent jobs across our business. As set out above, at April 2017 the gender pay gap is currently 7.1% higher in the mean hourly rate, and 3.3% higher in the median hourly rate for women than men.

I confirm the data reported above is accurate.

**Daniel O'Toole**

CEO

1st April 2018