



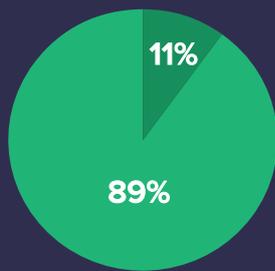
The Retail People

Gender Pay Gap Report 2022

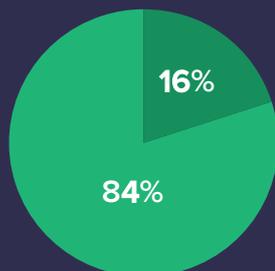
Difference in hourly rate

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

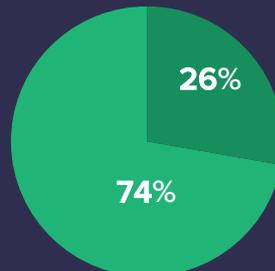
Women's median hourly rate is 7% lower than men's.



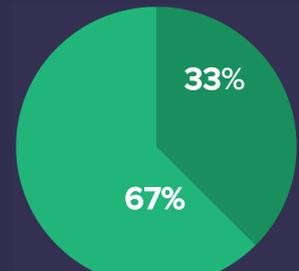
Lower Quartile



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

