

GENDER PAY STATEMENT
APRIL 2021

WHAT IS THE GENDER PAY GAP?

A gender pay gap is a measure of the difference in the average pay of all men against the average pay of all women, regardless of the nature of their work, across the entire business. It is different from an equal pay comparison, which would compare the pay of two people or groups of people carrying out the same, similar or equivalent work.

MEASURING THE GENDER PAY GAP

Calculations of both the mean and median gender pay, and of quartile pay bands, are based on data from April 2021 only. Ordinary pay covers contracted hourly rates of pay, including pay for leave and shift premiums, for any employee who received 100% of pay.

The mean gender pay gap is calculated by adding up the hourly rates of ordinary pay for all colleagues in a list and then dividing the total by the number of people in that list.

The median gender pay gap is calculated by creating a list of all female colleagues, and a list of all male colleagues, in order of hourly rates of ordinary pay from highest to lowest. The median gap is the difference in hourly rates of ordinary pay of the female in the middle of her list, when compared to the hourly rates of ordinary pay of the male in the middle of his list.

The mean and median figures in relation to bonus pay cover the year to April 2021. Bonus pay includes any additional pay relating to performance when in the form of money or vouchers.

Pay quartiles are calculated by listing the hourly rates of pay for each colleague across the business from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

OUR RESULTS

Women Men

Hourly Rate:

Women’s Mean Rate: 19.4% ↓

Women’s Median Rate: 9.8% ↓

Bonus Pay – Full pay employees only:

Women’s Mean Rate: 2824 % ↓

Women’s Median Rate: 1663.3% ↓

Who Received Bonus Pay:

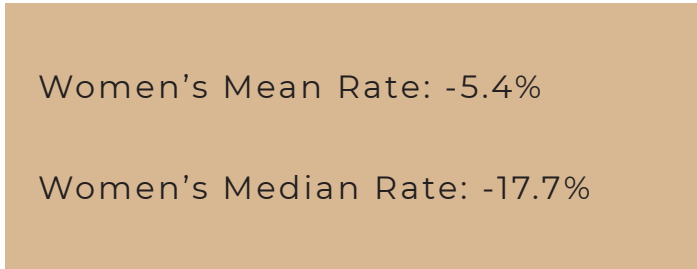




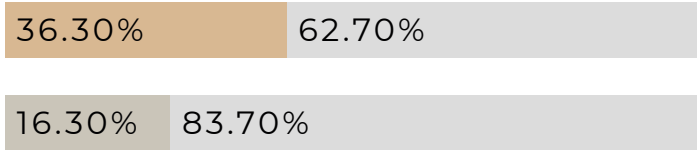
OUR RESULTS

Women Men

Bonus Pay – All employees:



Who Received Bonus Pay:



OUR RESULTS

Women Men

Pay Quartiles:

Q1 (Upper)



Q2 (Upper middle)



Q3 (Lower middle)



Q4 (Lower)



UNDERSTANDING OUR PAY GAP

- It is important to note that the bonus data (full pay employees) is representative of employees who were earning full pay and received bonus pay only in the pay reference period including the snapshot date of 4th April. Bonus pay (all employees) is representative of employees who received bonuses throughout the 12 month period to the pay reference period, including the snapshot date of 4th April.
- 83.6% of colleagues are female, as a result of Covid-19 and temporary store closures, of the employees receiving full pay in April 73.7% of these were women.
- 64% of our Senior Management team are female.
- Our bonus schemes are designed to be gender neutral.
- The higher proportion of women working flexibly means that in aggregate women earn smaller bonuses by value.

At The Dune Group, we believe that there should be no differences in pay between genders performing equivalent roles. We have clear pay structures in place within our buying and merchandising teams in head office and across our store and distribution centre teams.. These pay structures have no link to gender and are benchmarked and reviewed on a regular basis.

We are committed to offering equal opportunities for male and female applicants and employees at The Dune Group.

Our current recruitment, reward and benefits, progression, performance and learning and development are not gender biased.