

Gender Pay Gap Report

2019

Ryman



Message from the Company Secretary

Ryman is part of the Theo Paphitis Retail Group which also includes Robert Dyas, Bux Avenue and London Graphic Centre, with over 4,000 colleagues and over 330 retail stores across the UK.

Our colleagues are the most important and vital part of our business as the customer interface, and I am delighted to be driving the people strategy and in particular championing equality, diversity and inclusion at board level. There has never been a more crucial time for these issues to be front and centre for any business.

Ryman's people focused culture ensures consistency and this is translated in the minimal change to our already solid statistics from last year, and these continue to be significantly more favourable than those of the Office of National Statistics.

We are proud of the opportunities offered across all levels of our business and our strong relationship with Retail Week's Be Inspired, has resulted in 59 colleagues attending workshops throughout the year, across all the businesses. This is a fantastic programme with a focus on developing future female leaders, also attended by some of our male colleagues.

Data is constantly reviewed to test our progress in this area ensuring that this reflects our belief that diversity and equality have been, and will continue to be, a key element of our success.



Kirsten Lawton

Company Secretary



Ryman

MEAN 2019

11.7%

MEAN 2018

10.8%

MEDIAN 2019

3.4%

MEDIAN 2018

3.4%

Office of National Statistics provisional for retail

MEAN 2019

17.3%

MEAN 2018

17.6%

MEDIAN 2019

9.5%

MEDIAN 2018

9.1%

Office of National Statistics provisional for the UK

MEAN 2019

16.2%

MEAN 2018

17.1%

MEDIAN 2019

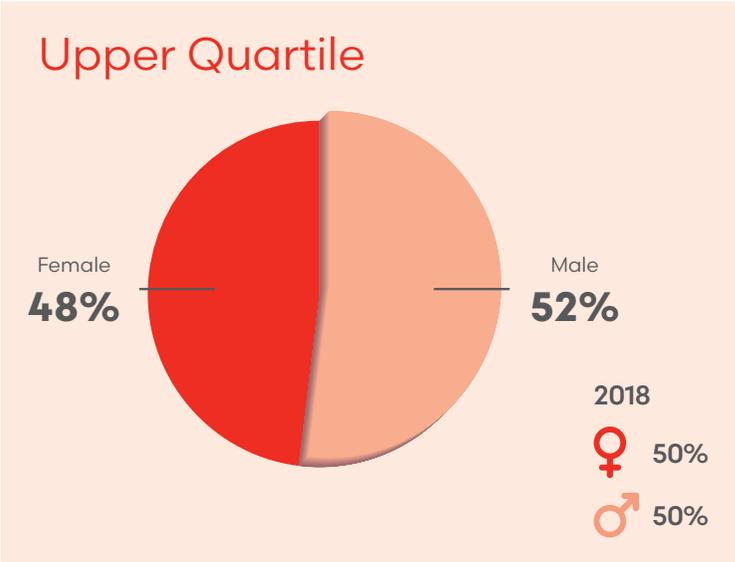
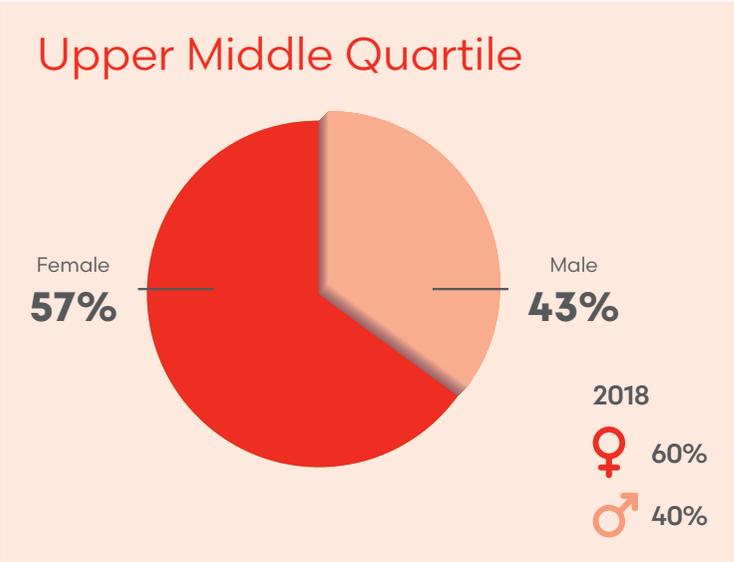
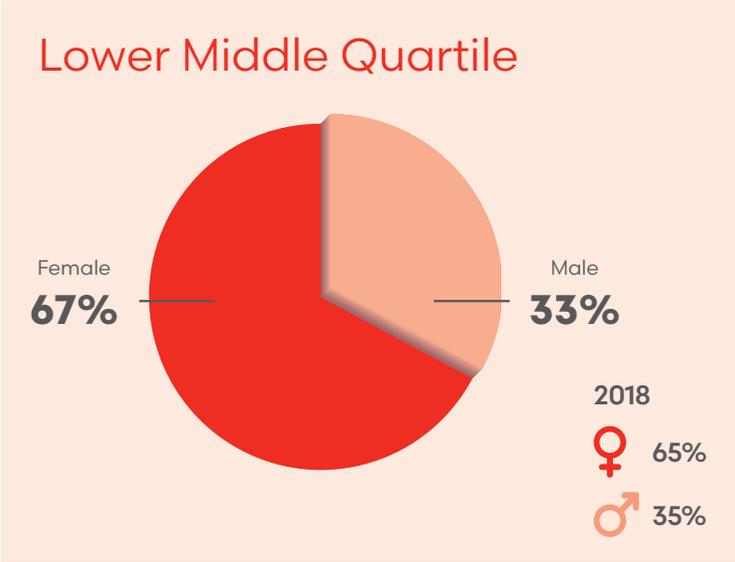
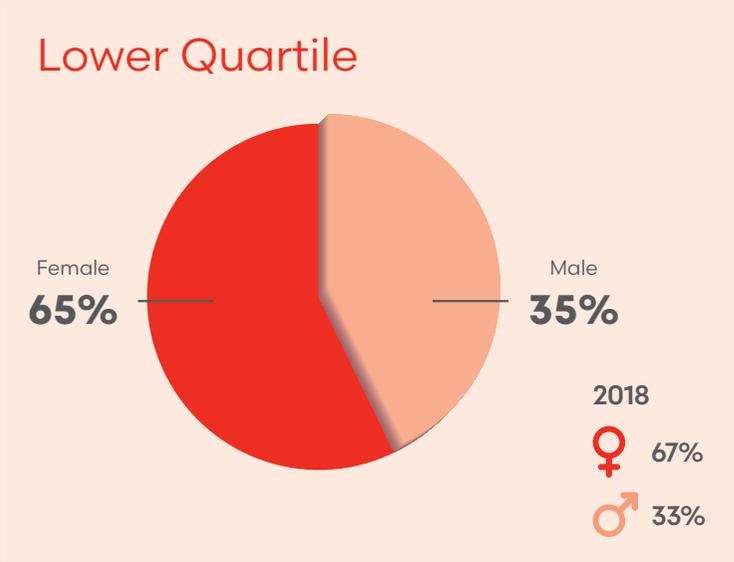
17.3%

MEDIAN 2018

17.9%

Our Pay Quartiles

Proportion of male and female employees according to quartile pay bands:



Understanding the statistics

- R** We again see our statistics are significantly more favourable than those provisionally reported from the Office of National Statistics for Retail and the UK.
- R** We are pleased that across the upper middle quartile and the upper quartile there continues to be a good male to female ratio.
- R** The retail stores continue to offer varied shift patterns, supporting those colleagues who wish to work flexibly to fit in with their home lives, which generally attracts a higher ratio of females, which is evident in the lower quartiles. However, the ratio of part time females in the lower quartile has reduced by 2% to 67%.

R 58% of all store management roles are female.



Our good news stories on how we continue to **retain, recognise and nurture** talent

Ryman continues its strong relationship with Retail Week's Be Inspired programme, which exists to promote gender balance across all levels in retail. The programme encourages females to fulfil their career aspirations and foster a culture of career confidence. Ryman also has strong relationships with OSS Retail and both of these initiatives work alongside our own internal management courses and apprenticeship programmes. All delegates attending the Be Inspired events share their experience and this is communicated monthly to share the findings with a wider audience. The events are so popular, there is often a waiting list.

Our Gender Bonus Gap

Mean Gender Pay Gap in Bonus Pay

2019	2018
33%	30%

Median Gender Pay Gap in Bonus Pay

2019	2018
31%	12%

Who Received Bonus Pay

Men

2019	2018
80%	82%

Women

2019	2018
77%	81%



R Chloe Danskin

"Working at Ryman is fun, challenging and rewarding. It's a fast paced hard working environment with a strong team ethic. It's a great place to work that encourages progression and provides opportunities for personal development."

I was lucky enough to be selected to attend the Oxford Summer School (OSS) Retail Development Programme which was an unforgettable experience that truly developed me as an individual, inspired me to new ways of thinking, grew my confidence and helped me develop the knowledge and skills required to have a positive effect on the retail environment I work in."

Chloe Danskin Brand & Campaigns Marketing Manager (Ryman)



R Maria Felipez

"I started working at Ryman in 1991 as Saturday sales assistant and quickly progressed to a weekend supervisor role. It was here I discovered my passion for retail. I was inspired by the people around me, and with further development I became Branch Manager. Over 15 years I managed key London branches in Worlds End, Edgware Road, Oxford Street and The Strand and last year was given the opportunity to be the store manager of one of the largest and most successful standalone art shops in London, which I was delighted to accept."

Maria Felipez, now London Graphic Centre Store Manager



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

Laura Keane

Laura Keane

Group HR Director