

# Gender Pay Gap Report

2020



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 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 29 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 2020

**13.7%** MEAN 2019 **11.7%**

MEDIAN 2020

**5.1%** MEDIAN 2019 **3.4%**

## Office of National Statistics provisional for retail

MEAN 2020

**16.2%** MEAN 2019 **17.3%**

MEDIAN 2020

**7.1%** MEDIAN 2019 **9.5%**

## Office of National Statistics provisional for the UK

MEAN 2020

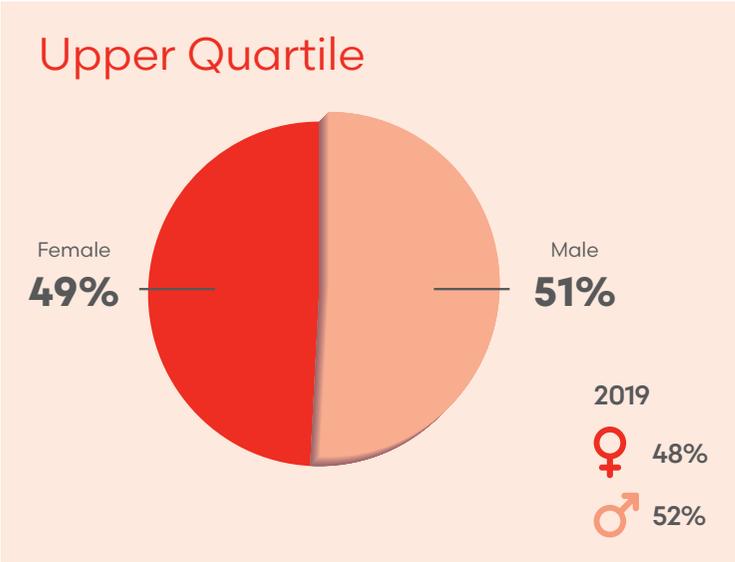
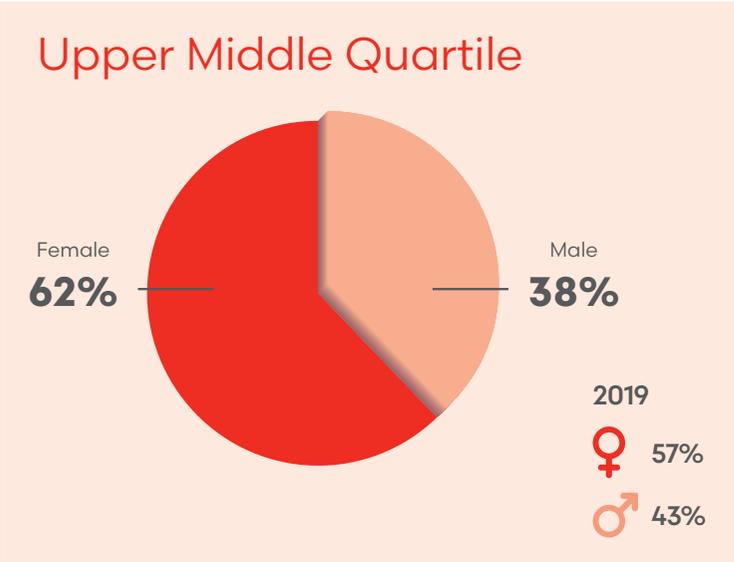
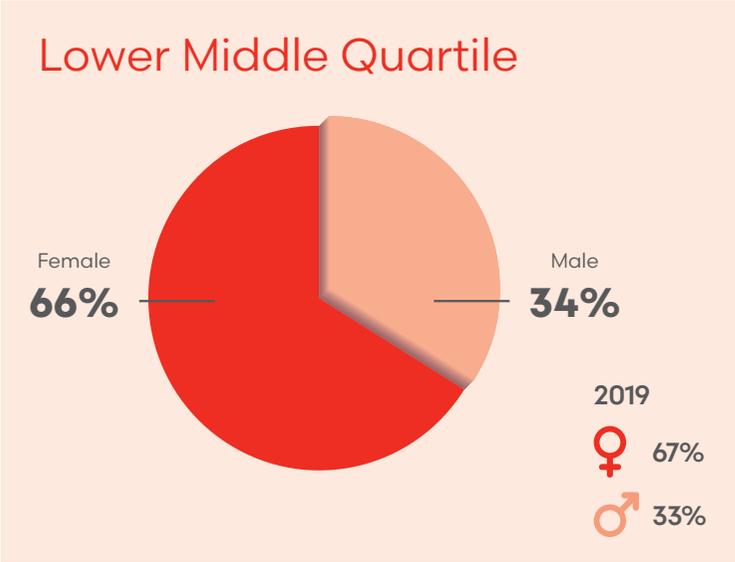
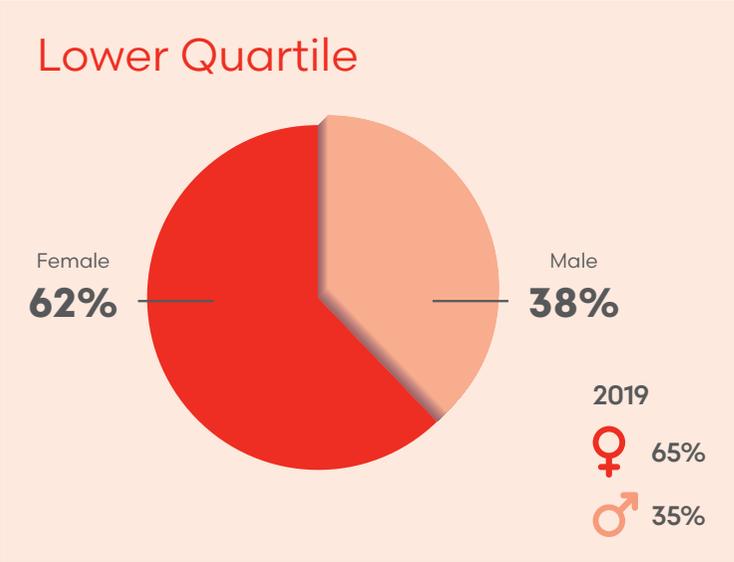
**15.5%** MEAN 2019 **16.2%**

MEDIAN 2020

**14.6%** MEDIAN 2019 **17.3%**

# Our Pay Quartiles

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



## Understanding the statistics

- R** We again see our statistics are 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 continued to reduce.



Our good news stories on how we continue to **retain, recognise**, and **nurture** talent through our learning opportunities & engagement survey:

“  
**OSS**  
 (formerly Oxford Summer School)  
 attended by 8 colleagues  
 ”

“  
**Apprenticeships**  
 undertaken by 23 colleagues  
 ”

“  
**Be Inspired Workshops**  
 attended by 29 colleagues  
 ”

“  
**TPRG**  
 Management Development Programme  
 attended by 40 colleagues  
 ”

“  
**Engagement Survey Ryman**  
 completed by 95% of colleagues  
 & that same percentage stating that they know what is expected of them at work  
 ”

### Our Gender Bonus Gap

Mean Gender Pay Gap in Bonus Pay

2020	2019
<b>47%</b>	<b>33%</b>

Median Gender Pay Gap in Bonus Pay

2020	2019
<b>18%</b>	<b>31%</b>

### Who Received Bonus Pay

Men  
2020

2019

<b>69%</b>	<b>80%</b>
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Women  
2020

2019

<b>74%</b>	<b>77%</b>
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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