

# REISS

## REISS GENDER PAY GAP REPORT 2025

We have produced our Gender Pay Gap Report to provide an overview of pay within our business, demonstrating the differences in average pay between all male and female employees, based on a snapshot as of 5 April 2025.

Our mean pay gap, at 11%, has increased by 4% since our last Gender Pay Gap Report in 2024.

We are proud to report that our median pay gap continues to be zero. We believe the median to be a more representative measure of the pay gap at Reiss as it is not affected by outliers at the top or bottom of the pay range.

Our mean bonus pay gap has increased to 37% compared to -1% in 2024. The gap narrowed in 2024 partially due to a flat rate bonus being paid to our Head Office employees. Our Head Office and Retail bonus scheme are not comparable which widens the gap when bonus is achieved.

Our median bonus pay gap is 11%, which has narrowed from -17% in 2024 although the range between genders in monetary terms remains small at £60.

### CLOSING THE GAP

Our Executive Team is gender balanced at 50% female and 50% male.

Our methodology in relation to how we determine pay and bonus rates at Reiss is gender-neutral. We will continue to review our attraction and retention strategies across all areas of the business to ensure that we continually promote an inclusive and diverse workforce where everyone feels they belong.

I confirm that the information in this report is accurate.

**Vanessa Saunders**  
**People Director, Reiss**

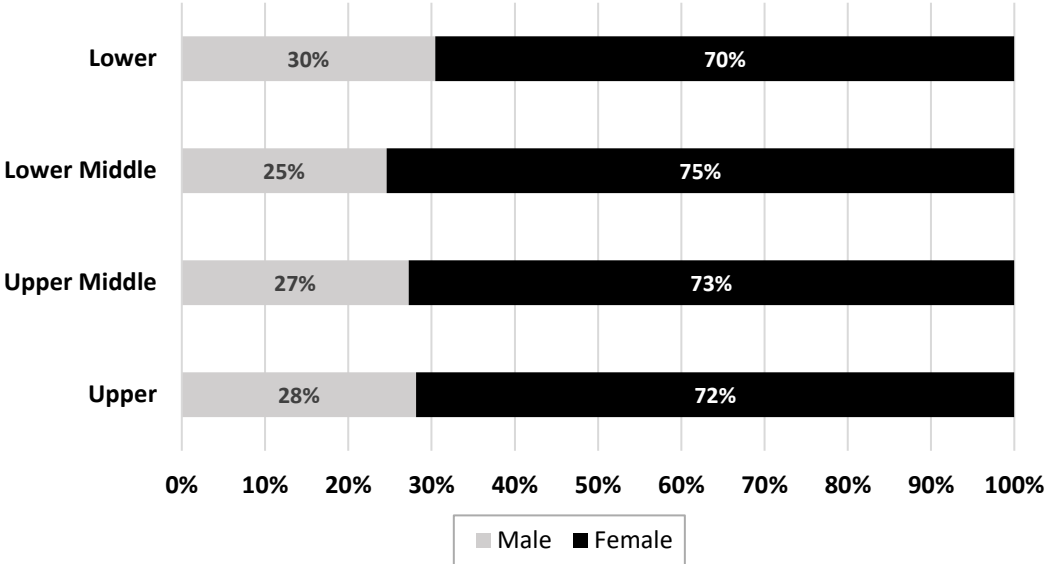
## GENDER PAY DIFFERENCE

DIFFERENCE BETWEEN MEN & WOMEN	MEAN PAY GAP	MEDIAN PAY GAP
PAY	11%	0%

## GENDER BONUS PAY DIFFERENCE

DIFFERENCE BETWEEN MEN & WOMEN	MEAN BONUS GAP	MEDIAN BONUS GAP
BONUS	37%	11%

# GENDER REPRESENTATION ACROSS PAY QUARTILES



# BONUS PAYMENTS RECEIVED BY GENDER

