



## GENDER PAY GAP REPORTING

**With effect from 2017, it has become a legal requirement for companies with 250 or more employees to publish information about their gender pay gap as at 05 April each year.**

The pay gap isn't the same as equal pay. Equal pay - that men and women doing the same job should be paid the same - has been a legal requirement for 47 years. Even with equal pay, there may be specific considerations such as relevant qualifications, experience or skill levels that mean one person is better at doing their job than another. As long as there is a genuine reason for a difference in pay levels which is not related to gender, the unequal pay may well be justified.

At Regatta Ltd, we are committed to equal opportunities in all areas of recruitment, employment, training and promotion. We strive to maintain an environment that is based on merit and inclusiveness. We are committed to ensuring all people can develop their full potential, irrespective of race, gender, marital status, sexual orientation, disability, age, pregnancy or maternity, gender reassignment, political opinion, religion, belief, or any other characteristic protected by applicable law.

We strive to maintain a positive working environment that realises the full potential of employees and encourages their entrepreneurial spirit and productivity.

The legislation requires us to calculate and publish the following measures:

- Percentage gap in mean and median pay between men and women based on their average hourly pay rate in the pay period covering 05 April.
- The proportion of men and women in each pay quartile.
- Percentage gap in mean and median bonus paid to men and women in the twelve months preceding 05 April.
- The proportion of men and women who were paid a bonus.

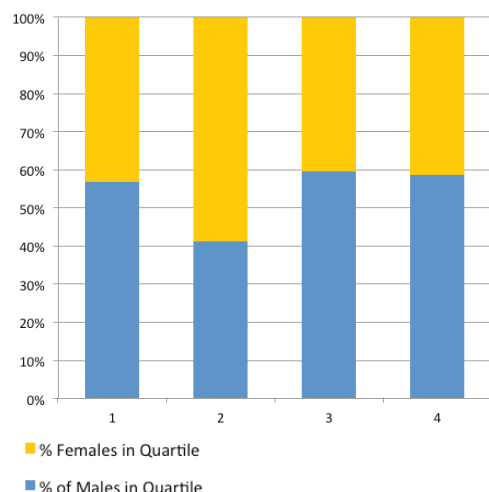
We are pleased to report that these figures for Regatta Ltd, compiled in line with government and acas guidance, show a mean pay gap of 3.8%, significantly smaller than the current UK national average of 18.1%. The bonus gap looks higher because we have historically attracted more men into our wholesale and field sales roles. These roles have an 'On-target-earnings' pay structure which means that a significant part of their overall pay is bonus rather than basic pay.





## THE FIGURES FOR REGATTA LTD AS AT 5TH APRIL 2017 WERE:

### Proportion of men and women in each pay quartile



**Number of men 236 (54.1%) and number of women 200 (45.9%).**

**Mean gender pay gap 3.8%**

**Median gender pay gap -6.1%**

**Mean bonus gap 43%** - influenced by higher bonus / incentive structures for people in our traditional market

of Wholesale Sales and Sales Leadership roles which are predominantly applied for and held by men.

**Median bonus gap 1.6%**

**The percentage of people paid a bonus –**  
91.5% men and 92% women.

Overall we are pleased to report a small pay gap of 3.8% compared to the UK national average. We will continue to focus on ensuring fairness and finding ways to maintain and improve equal opportunity for all our talented and valued people.

In the last 5 years the proportion of men and women who have attended our Head Office & Distribution Centre development programmes – Personal Effectiveness, First Line Management and Journey to Management Excellence has been 50.6% male and 49.4% female.

In addition as the group develops it's Direct To Consumer (DTC) – retail and e-commerce divisions, we see a greater possibility to attract women into DTC sales roles which over time will start to address the imbalance in bonus.