



Robert Dyas

Gender Pay Gap Report 2023

A message from Theo



Robert Dyas is part of my retail group that also encompasses Ryman, Ryman Design, Boux Avenue and London Graphic Centre.

We are a family of multi-brands employing over 3500 colleagues across 300 retail stores, focused on delivering fantastic customer service and first class product knowledge.

Our colleagues are at the heart of everything we do and our commitment to those on the frontline was to pay above the national minimum wage to help us compete for skills & talent. It was a significant investment but recognises the vital role our frontline colleagues continue to play.

I am pleased to report that we remain ahead of the Office for National Statistics Average for both the Mean and Median gender pay gap but there always remains much to do and it is a continuous journey.

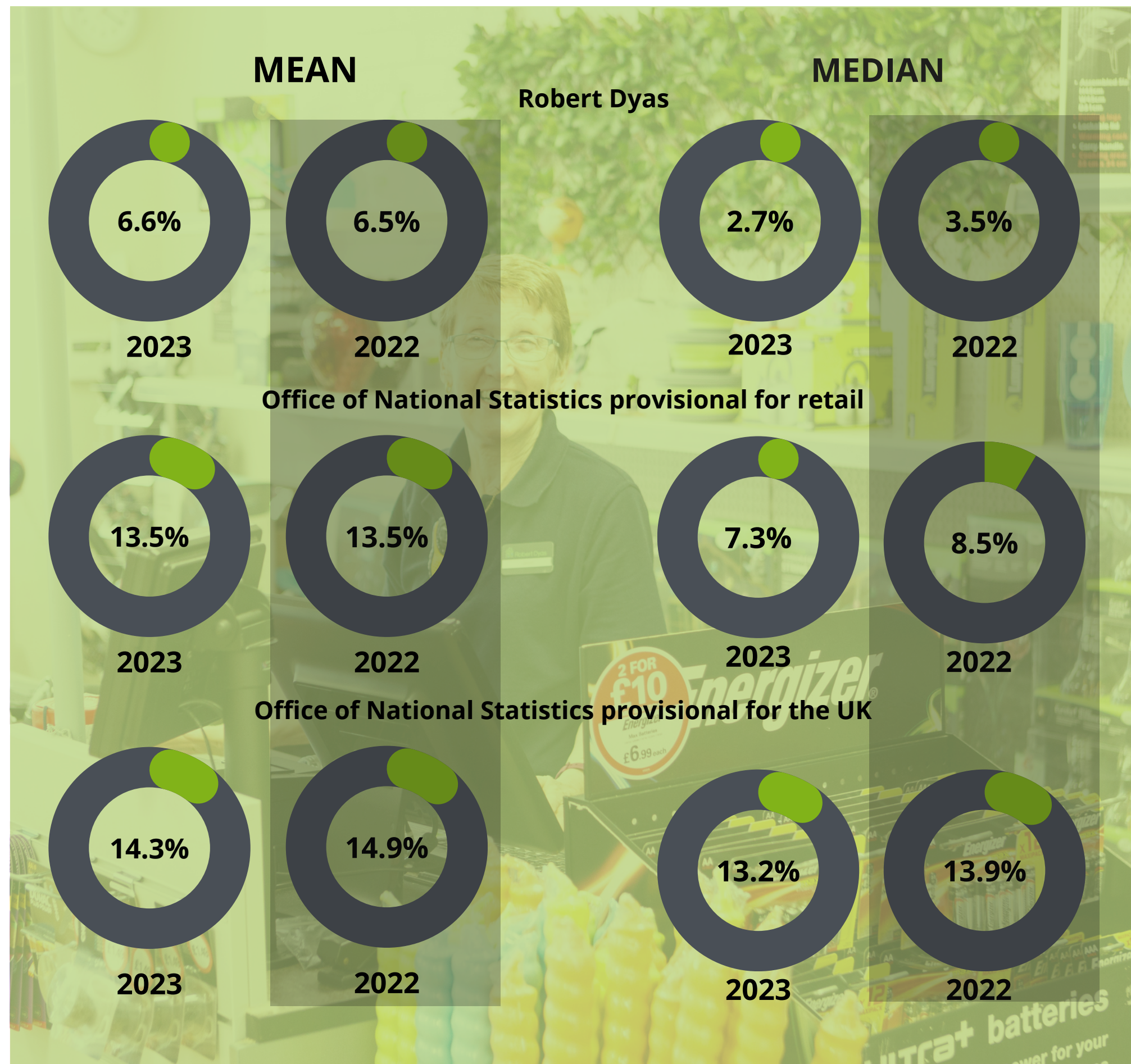
We therefore, continue to review our data to test our progress in all areas ensuring this reflects on our belief that diversity and equality have been, and will continue to be a key element of our success.

Gender Pay Gap: What do we report on and our statistics?

The legislation requires a UK employer with 250 employees or more to publish their Gender Pay Gap each year.

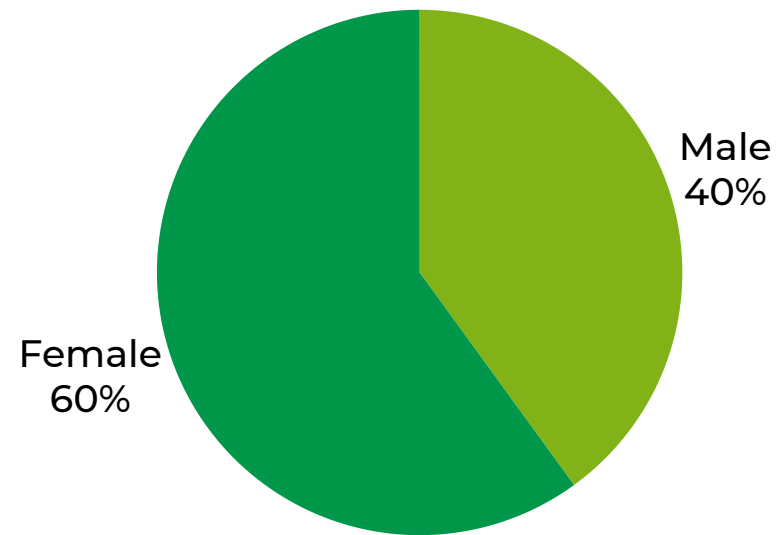
When reporting on the Gender Pay Gap, we look at the following data:

- RD** Our **MEAN** data, which is the difference between the average hourly earnings of men and women.
- RD** Our **MEDIAN** data, which is the difference between the midpoints in the ranges of hourly earnings of men and women.
- RD** Our **PAY QUARTILES**, breaking down the levels of our employees into four areas (lower quartile, lower middle quartile, upper middle quartile and upper quartile).
- RD** Our **BONUS PAY GAP**, reporting on the percentage of men and women who received a bonus and our MEAN and MEDIAN data specifically looking at who received a bonus. Fuller details are later in the report.



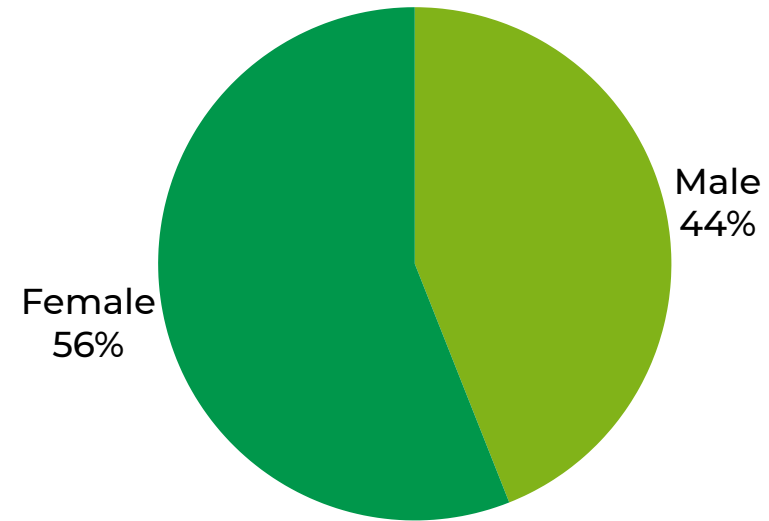
Our Pay Quartiles

Lower Quartile



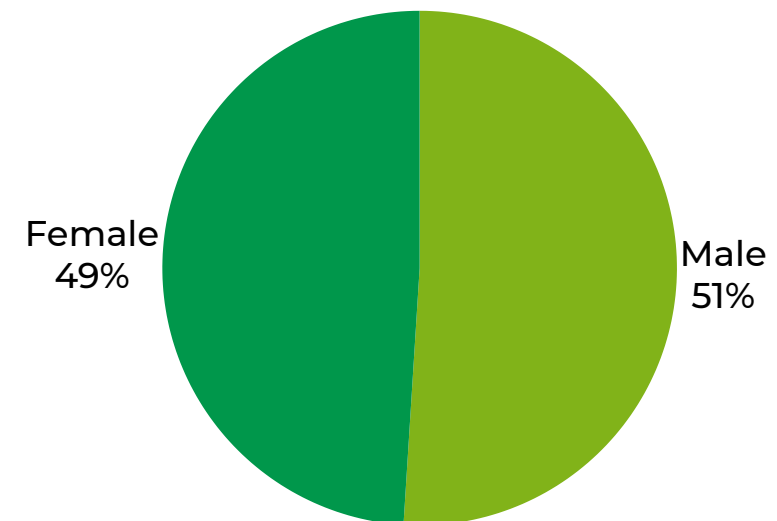
2022:
Male - 47%
Female - 53%

Lower Middle Quartile



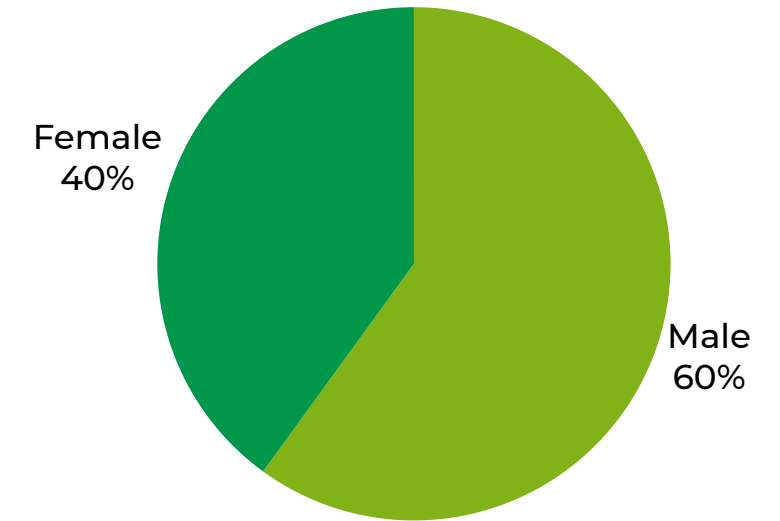
2022:
Male - 40%
Female - 60%

Upper Middle Quartile



2022:
Male - 51%
Female - 49%

Upper Quartile



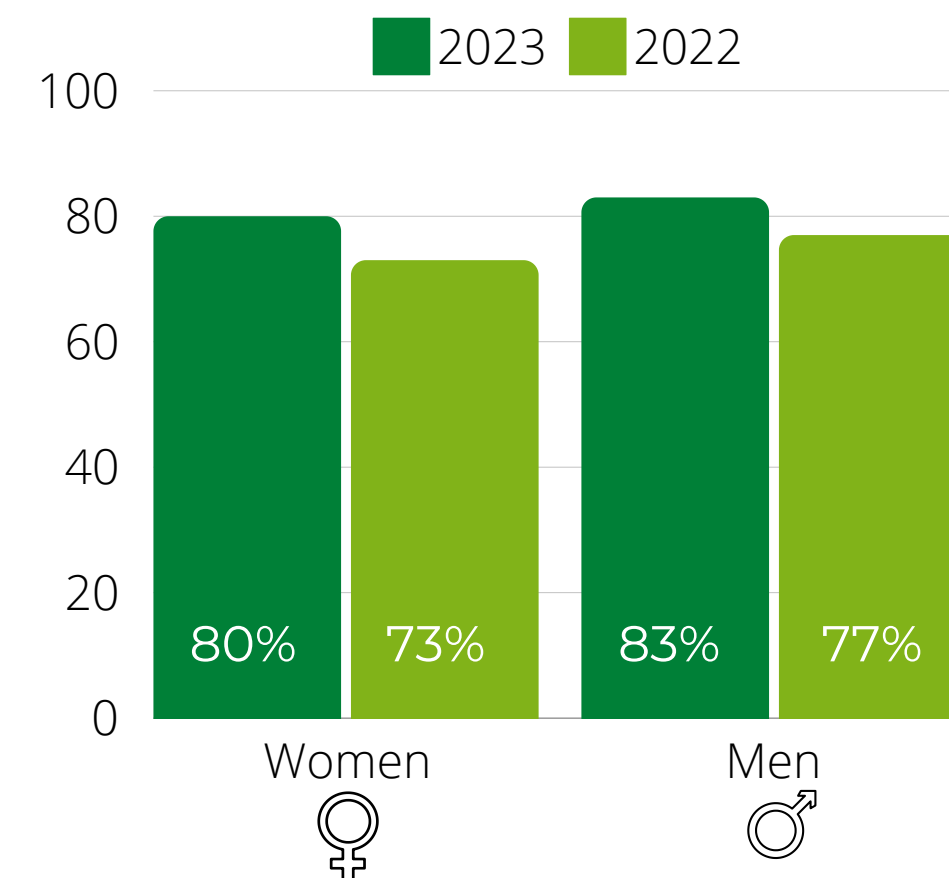
2022:
Male - 60%
Female - 40%

Understanding our statistics and actions

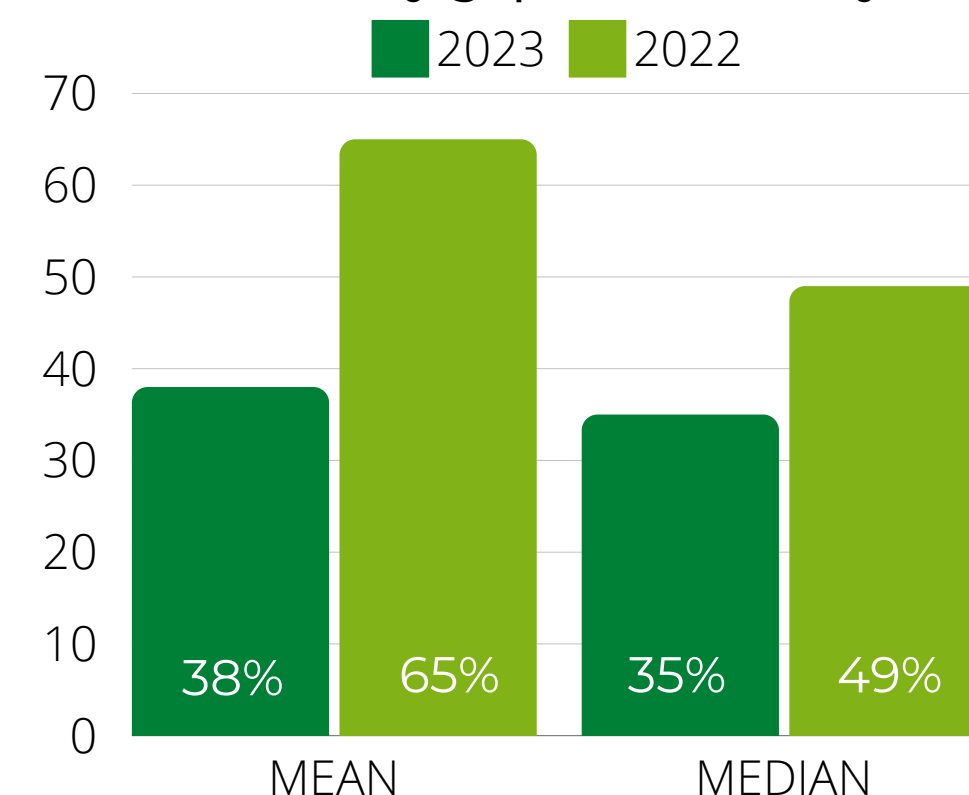
- RD We are pleased that both our Mean and Median percentages remain significantly below those for the Office of National Statistics provisional for both the UK and Retail.
- RD The methodology started in the gender pay gap regulations requires us to report on the difference in the actual amount of bonus received by our colleagues. Bonuses continue to be paid equally to both males and females and we are pleased by the significant reduction in our mean and median bonus gap statistics for 2023, however there is still work to be done.
- RD We continue to focus on our recruitment processes to create diverse shortlists to ensure we recruit the right talent for the right role.
- RD We are working with our managers to upskill and educate to minimise unconscious bias in all people-related processes.
- RD We continue to review our data to test our progress in all areas ensuring this reflects our belief that diversity and equality have been, and will continue to be a key element to our success.
- RD We have invested in a new fully integrated HR Information System that will help us monitor and report on workplace diversity.

Our Gender Bonus Gap

Who received Bonus Pay



Gender Pay gap in Bonus Pay



Our people are at the of what we do



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

Laura Keane
Group People Director

I've been with Robert Dyas as the Social Media Marketing Manager for nearly two years, and I love it! From the outset, I aimed to invigorate Robert Dyas' social channels and synchronise them with our PR endeavours. Through the implementation of captivating content and innovative strategies, I've transformed our social media presence, developed a creative content strategy, and spearheaded our press campaigns. The introduction of influencer marketing revolutionised how we reach, support and build campaigns to allow us to get in front of even more of our customers. The support and encouragement from the board and senior leadership team have been instrumental in allowing me to thrive and grow within the business.

Donna Jackson
Social Media Marketing Manager



In the 8 years I have been with the company I have had the chance to work with some great colleagues across the business who have all welcomed me warmly, making me feel a valued and core member of the team. Working in the retail industry was new to me when I joined so there is always the opportunity for me to develop new skills and I have been exposed to many new systems across different departments. The projects I work on are varied and often throw me outside of my comfort zone of knowledge. However, I have always felt well supported and guided and everyone I have worked with has been happy to show me the ropes or share their own knowledge and experiences. Each project presents its own set of unique opportunities and challenges but this allows me to contribute my own experience and skills to each different landscape. It's motivating to see how your work helps improve our customer service offering (internal and external) and help with operational challenges, driving improvements and efficiency. It's great to feel you're making a difference!

Esther Bowles
Project Manager



I love the diversity within my role. I get to interact with so many different customers and colleagues and many have a story to tell. I appreciate that the company listens to me and that I can make a difference. The company has a real friendly feel to it and we all help and support each other. It doesn't feel like a chore to go to work as it feels as though I am just spending the day working with family. No 2 days are the same I could be serving customers in one store then training and supporting new colleagues and managers the next. I thought Robert Dyas would only be a short term job for a couple of years but they must be doing something right as as I have now been here 15 years.

Nicola Lloyd
Multi Store Manager

