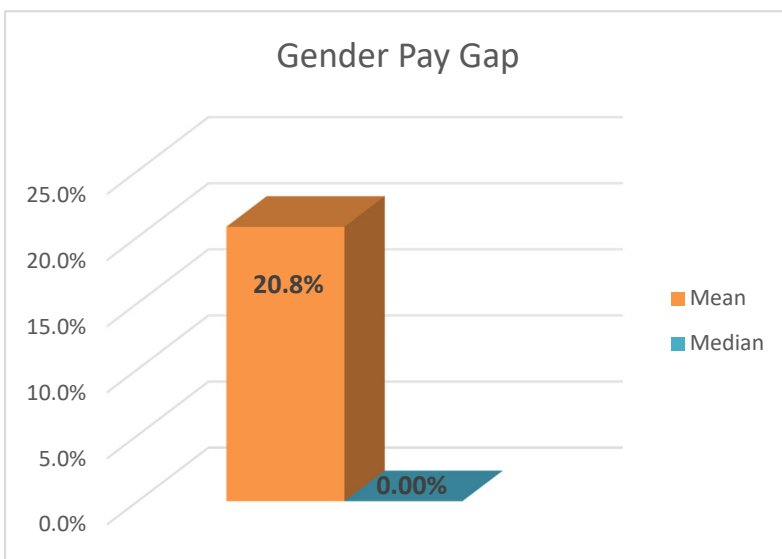


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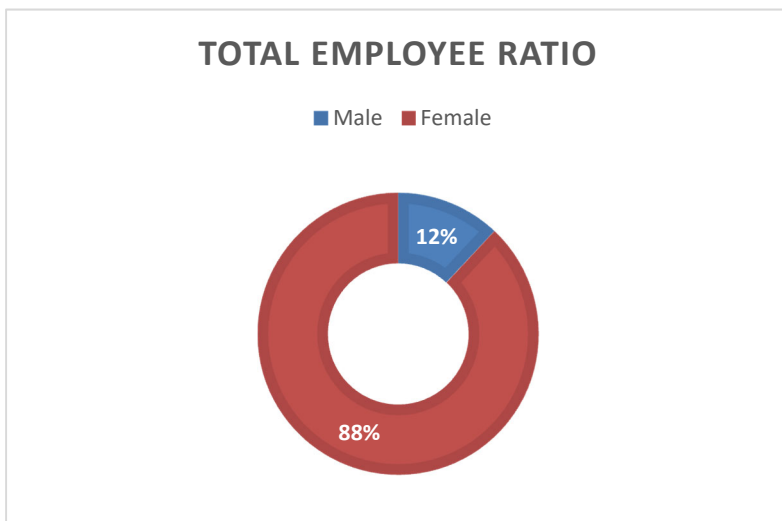
The Gender Pay Gap

At Roman we are committed to treating our people equally no matter what their background, race, ethnicity or gender. We are confident that our gender pay gap is not caused by men and women being paid differently to do the same job but is driven instead by the structure of our workforce.



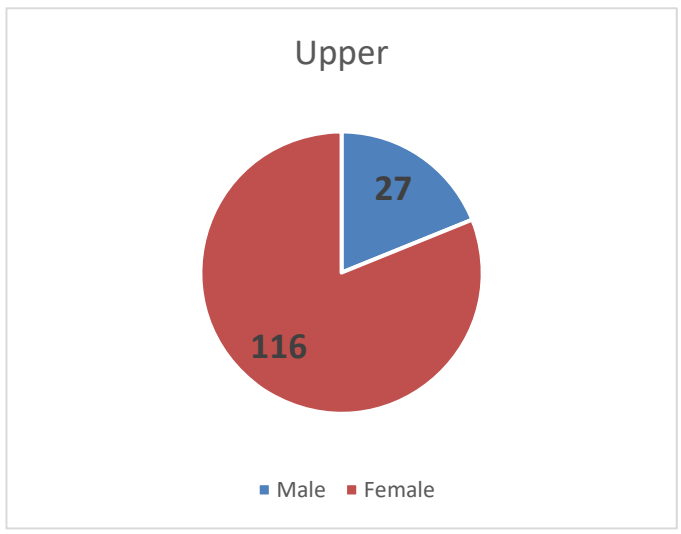
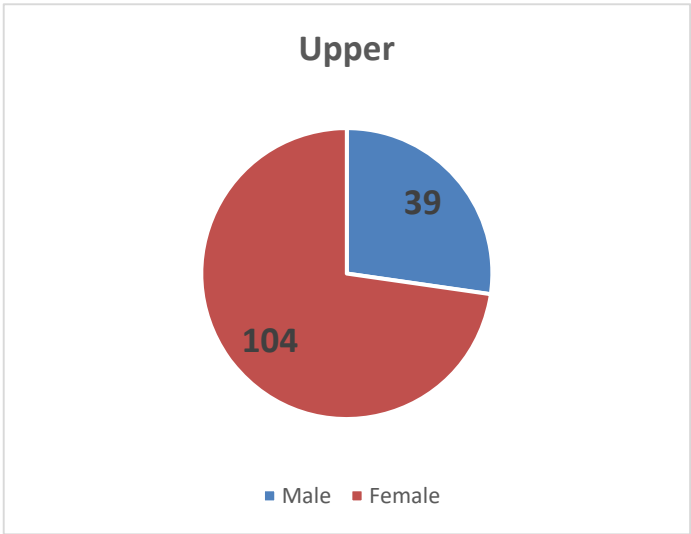
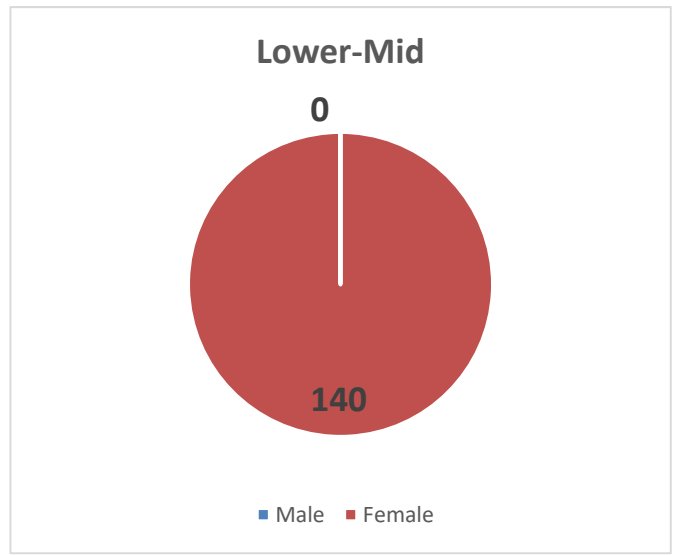
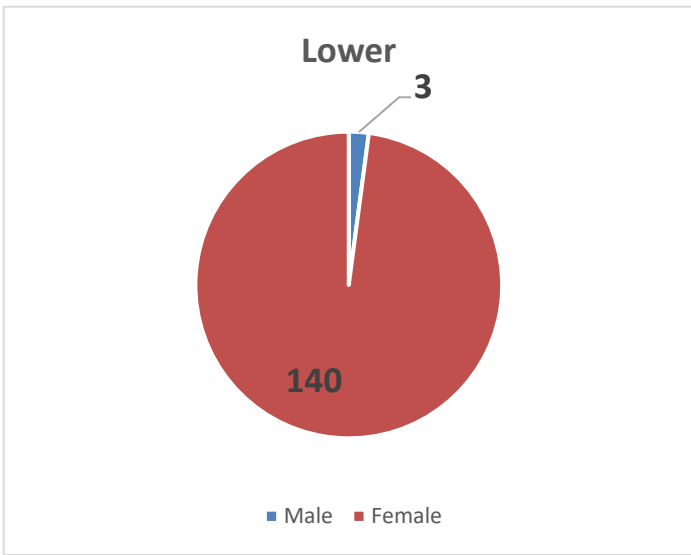
88% of our workforce is female, as the majority of our roles are store based which attract female applicants. At the snapshot date we employed 503 female employees and 69 male employees. We have compared the average pay of all the women with the average pay for all the men from this sample (for both mean and median calculations).

Our findings show female employees are paid 20.8% less than the men as a mean average and 0% less than male as a medium average. The National average mean is 14.9%



Roman is a UK national ladies fashion retailer employing a higher ratio of female workers across all levels of the business. However we have a larger number of males than females employed in our more senior and higher paid roles in Head Office, which results in our Gender pay gap.

Difference between Male and Female		
	Mean	Median
Hourly Pay	20.8%	0%



The Way Forward

We are confident that that men and women working for us are being paid equally for doing equivalent jobs. We will continue to focus on women having the same opportunities as men for all roles at Roman.

We want to ensure that we offer the best support we can to women who want to progress to more senior roles. We will continue striving to help develop our talented female employees, enabling them to grow through our business.

We confirm that the data is true and accurate.

Rick Christo
Managing Director