



Gender Pay Statement

DUNE GROUP LIMITED
APRIL 2022

What is the Gender Pay Gap

A gender pay gap is a measure of the difference in the average pay of all men against the average pay of all women, regardless of the nature of their work.

It is not an equal pay comparison which would compare the pay of two people or groups of people carrying out the same, similar or equivalent work.

Gender Pay Statement

At Dune London we are proud of our diverse workforce which is strongly driven by female talent across all levels of the business.

As at April 2022:

- 83% of our colleagues were female
- 63% of our executive board were female

We are committed to employing the very best people. We recruit according to skills, experience, ability and a commitment to the company's vision and values, irrespective of gender.

We offer equal opportunities for all colleagues regardless of their gender identity. We regularly review all our team's development to help them fulfil their potential through promotion opportunities.

Gender Pay Statement

Our pay rates, rewards and benefits are not gender biased and we are confident that genders are paid equally in the same role.

Our learning and development programmes and progression opportunities across the business are determined on a gender neutral basis.

We are proud of our approach and the progress that we have made, and we are committed to on-going steps to deliver equity in the workplace.

Gender Pay Results – pay rates

Our statistics show a gender pay gap because:

- The majority of our employees work in stores and in that environment we have a 3% gender mean pay gap in favour of women.
- Within our support office, there is an 11% gender mean pay gap in favour of men. Each of the functions with most male colleagues has a gender mean pay gap in favour of women.
- Overall in the full business there is a 30% gender mean pay gap in favour of men, given the 8% mix of men in stores compared with the 24% mix of men in our support office.

Hourly rate pay gap:

Women's Mean Rate: -29.5%

Women's Median Rate: -6.6%

- We offer flexible working options which are particularly popular with our female colleagues. This is usual within our industry.
- 64% of our female colleagues work part-time compared with 27% of our male colleagues.

Gender Pay Results – bonus pay

- On average a higher proportion of our female colleagues received bonus pay in the year compared with our male colleagues due to store commission payments.
- There is a bonus pay gap because of a higher proportion of men working in support office roles.

Who Received Bonus Pay:

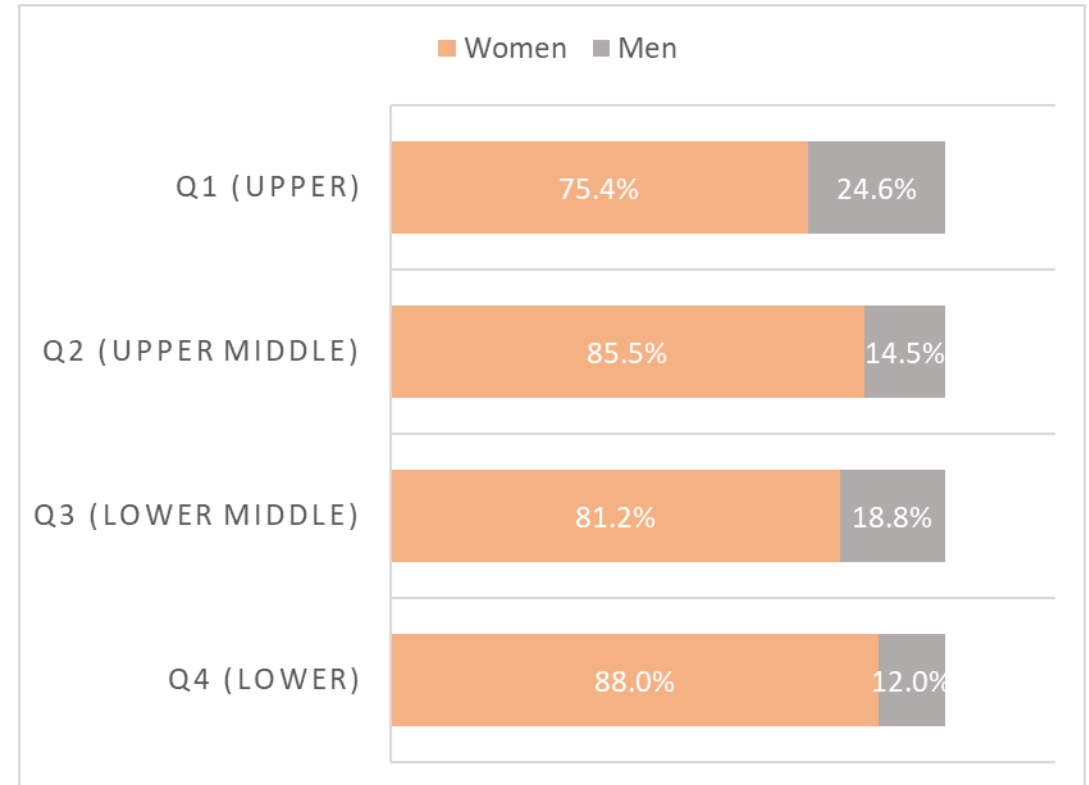
Women:	61.3%
Men:	40.0%

Bonus Pay:

Women's Mean Rate:	-53.7%
Women's Median Rate:	-66.5%

Gender Pay Results – pay quartiles

- All of our pay quartiles are dominated by female colleagues which is reflective of the female talent right across our business.
- The male representation is slightly higher in the upper quartile as support office staff dominate that quartile and 24% of our support office colleagues are male compared with 8% of our store colleagues



Measuring the Gender Pay Gap

Calculations of both the mean and median gender pay, and of quartile pay bands, are based on data from April 2022 only. Ordinary pay covers contracted hourly rates of pay including pay for leave and shift premiums.

The mean gender pay gap is calculated by adding up the hourly rates of ordinary pay for all colleagues in a list and dividing the total by the number of people.

The median gender pay gap is calculated by creating a list of all female colleagues, and a list of all male colleagues, in order of hourly rates of ordinary pay from highest to lowest. The median gap is the difference in hourly rates of ordinary pay of the female in the middle of her list when compared to the hourly rates of ordinary pay of the male in the middle of his list.

The mean and median figures in relation to bonus pay cover the year up until April 2022. Bonus pay includes any additional pay relating to performance when in the form of money or vouchers.

Pay quartiles are calculated by listing the hourly rates of pay for each colleague across the business from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.