



# Gender Pay Statement

DUNE GROUP LIMITED  
APRIL 2024



## 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 of April 2024:

- 85% of our colleagues were female
- 50% of our executive board were female

We endeavour to employ the very best people and make all our decisions irrespective of gender. We recruit according to skills, experience, ability and a commitment to the company's vision and values.

Our pay rates, rewards and benefits are not gender biased and we are confident that genders are paid equally in comparative roles whether they work in our Retail Stores, our Distribution Centre or our Central Support Office.

# Gender Pay Statement

As a business we are committed to diversity and inclusion, and we always look to develop our women. We look for opportunities to remove barriers that could prevent women from progressing their careers like more flexible working opportunities, enhanced maternity pay and menopause support and awareness for Managers.

Our learning and development programmes and progression opportunities across the business are determined on a gender-neutral basis. We regularly review all our team's development to help them fulfil their potential through progression and promotion.

We are dedicated to creating a workplace that reflects the diversity of our communities, promotes equal opportunities and fosters an inclusive environment where all team members can thrive. We know there is more to do, and we intend to keep learning and improving.

Our results shown in the following pages do show a gender pay gap, but this is entirely as a result of the gender distribution of our colleagues across different types of roles within the business; between our Retail Stores, our Distribution Centre and our Central Support Office.



Alice Arnold  
Chief Financial & People Officer

## 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 Results – pay rates

- Our gender pay gap is explained by the distribution of the genders between Retail Store roles and Central Support Office roles.
- Only 8% of our Retail colleagues are male, compared with 27% of our Central Support Office colleagues. This key difference is the main reason why our statistics show a gender pay gap.
- We are however proud that many of our senior leadership positions across all departments are held by female colleagues.

Hourly rate pay gap:

Women's Mean Rate: -33.2%

Women's Median Rate: -4.3%

## Gender Pay Results – bonus pay

- A larger proportion of our female employees received a bonus in the year due to 94% of those receiving bonuses being Retail colleagues.
- Within retail there is a 27% mean bonus pay gap in favour of women, and in our distribution a 6% mean bonus pay gap in favour of women. However, our total statistics are distorted by a very small number bonuses paid to our Central Support Office colleagues.

Who Received Bonus Pay:

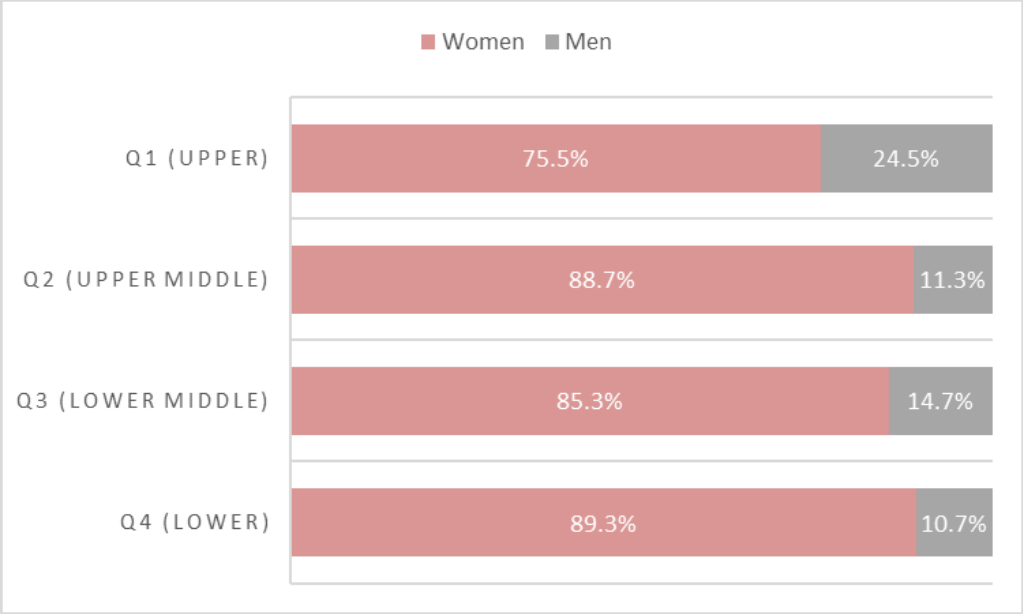
Women:	51.6%
Men:	24.8%

Bonus Pay:

Women's Mean Rate:	-3.9%
Women's Median Rate:	-28.3%

# Gender Pay Results – pay quartiles

- All of our pay quartiles are dominated by female colleagues which is reflective of the female talent across our business. We’ve seen an increase in representation of Women in the upper (+1.9%) and upper middle (+6.1%) pay quartiles vs 2023.
- The male representation is slightly higher in the upper quartile as Central Support Office team members dominate that quartile.



## 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 2024 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 2024.

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.