



# **Gender Pay Gap Results 2021**

# Our UK Gender Pay Gap Results

Since April 2019, as part of UK legislation, we have been sharing annual reports on our UK Gender Pay Gap results.

The gender pay gap shows the difference in mean and medium pay between the average paid woman and the average paid man at Rapha, in the UK.

The gender pay gap differs from equal pay. Whereas the pay gap shows the average difference, equal pay deals with the pay differences between males and females who perform the same job, a similar job or work of equal value.

As part of our DEI goals and strategies, the gender pay gap is one of the measures we will use to review our progress.

**This report shows our 2021 Gender Pay Gap Results with a snapshot date of the 5th April 2021.**

## WHAT ABOUT OUTSIDE OF THE UK?

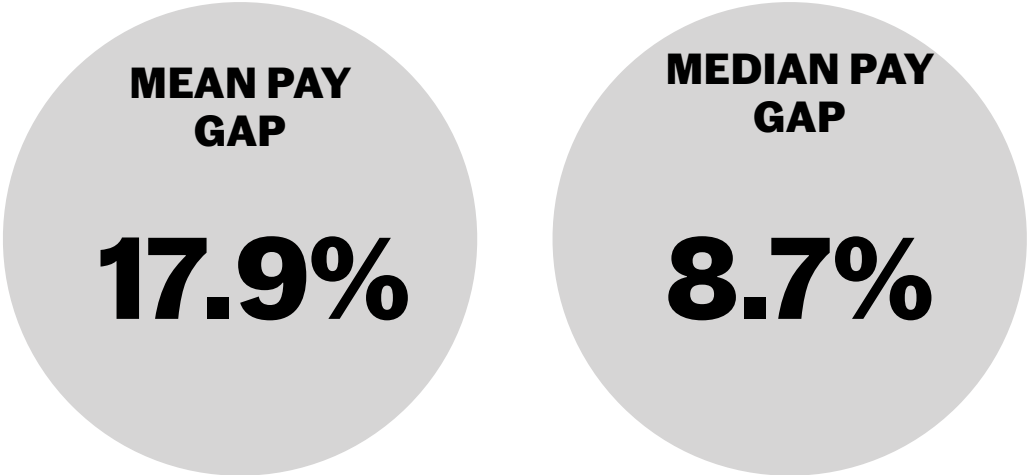
When looking at the gender pay gap across locations, there are numerous factors - such as currency exchange and local market pay rates - which make it inaccurate to be able to report on a global gender pay gap.

In addition, where in locations outside of the UK we have smaller populations, the pay gap figures can be easily influenced by individuals in certain roles.

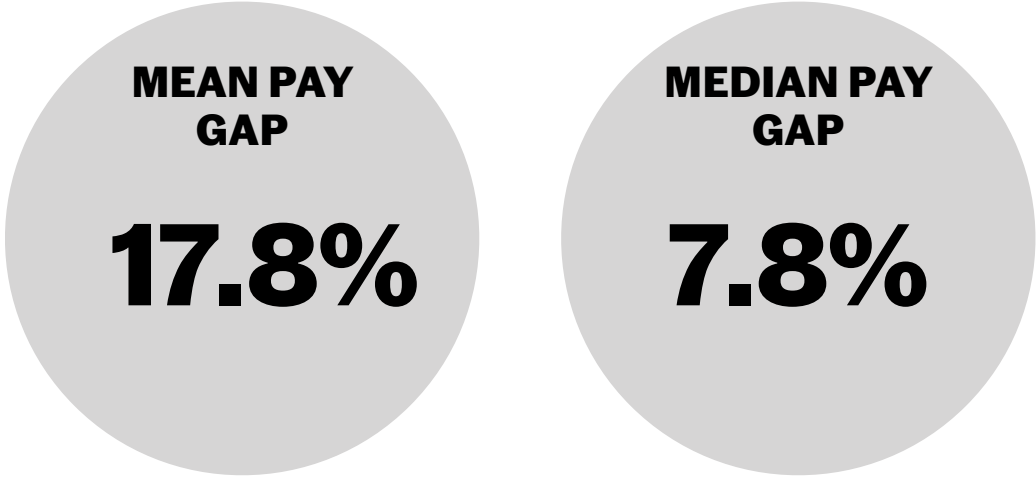
# Our UK Gender Pay Gap Results

## OUR RESULTS: SALARY

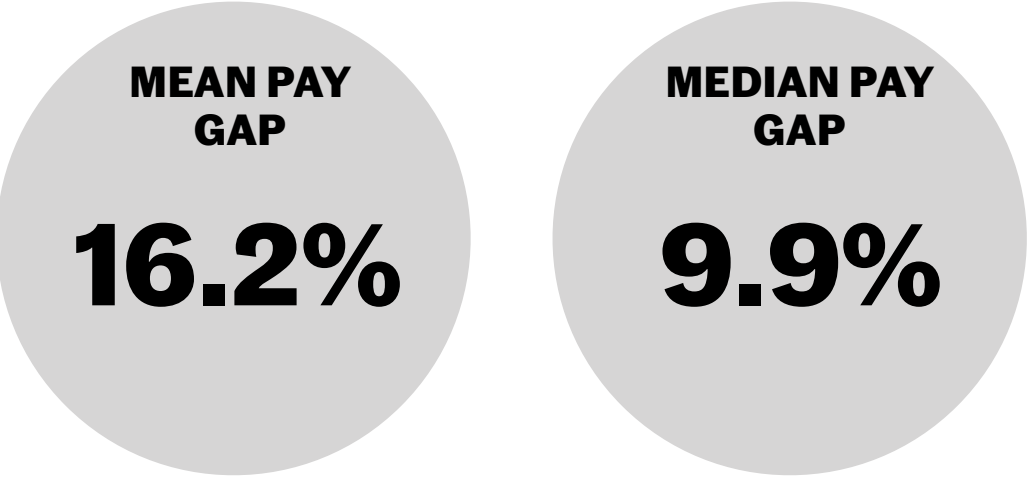
2021



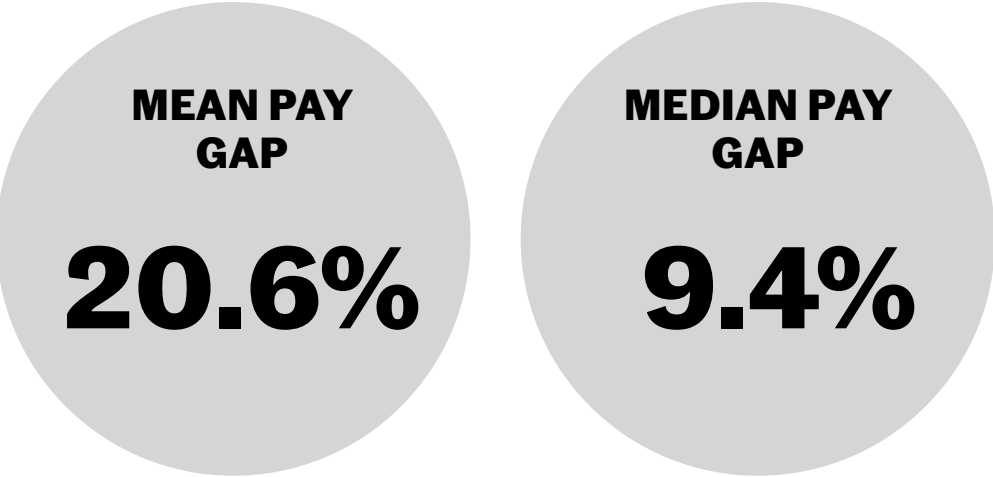
2018



2019



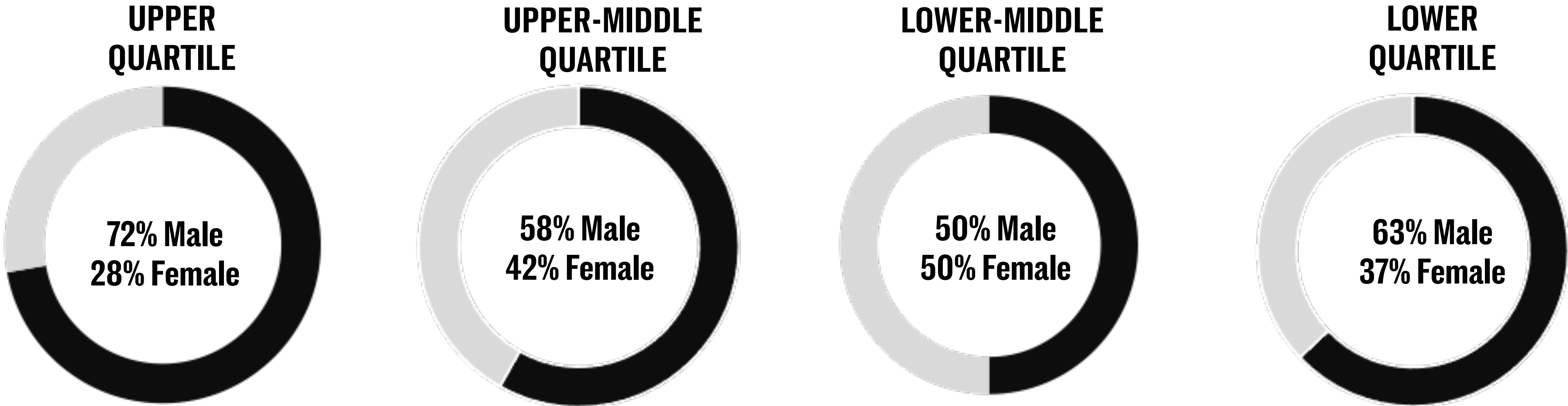
2020



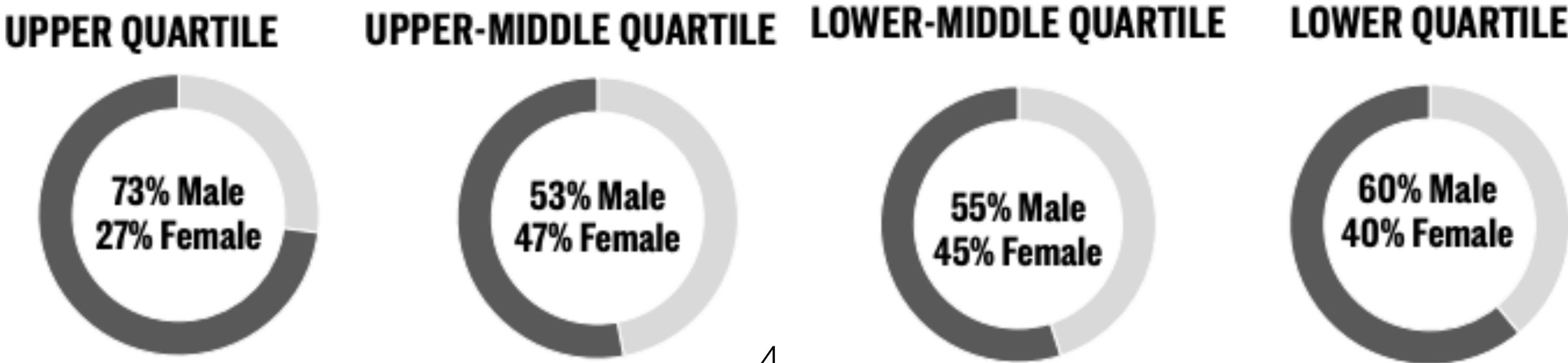
# Our UK Gender Pay Gap Results

## OUR RESULTS: PAY QUANTILES

The figures below show the gender distribution at Rapha for 2021 across four equally sized pay quartiles.



### 2020

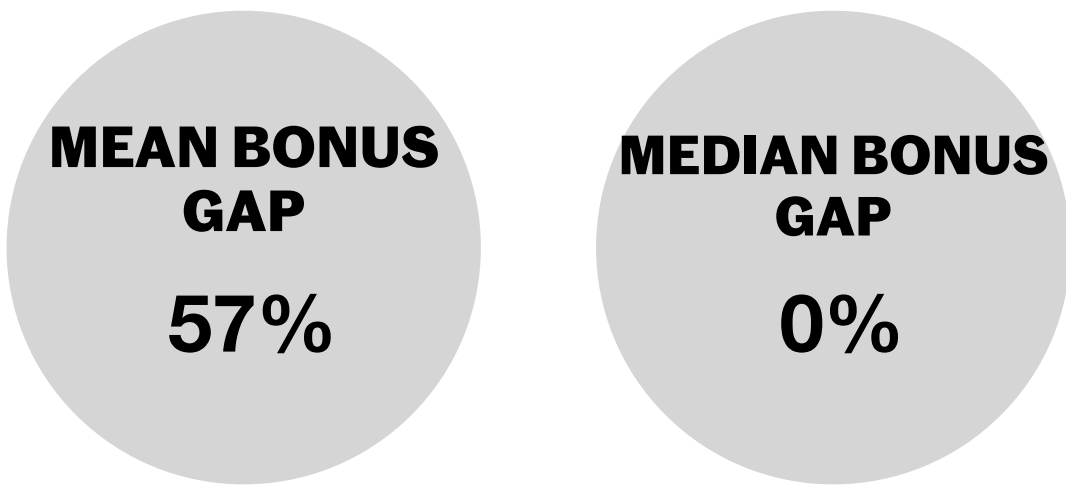


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## OUR RESULTS: BONUS

### BONUS GAP

The bonus gap calculations relate to bonuses paid during the period of 5th April 2020 - 5th April 2021.

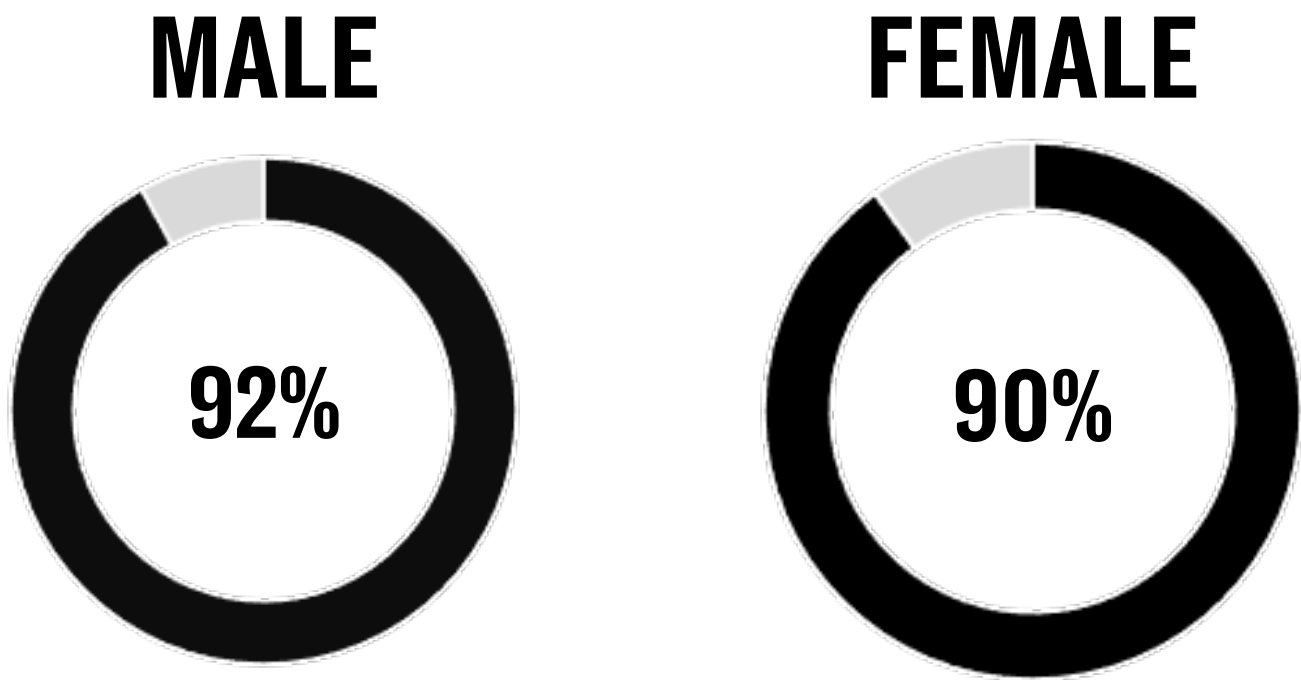


Within these figures are bonuses paid to our Senior Management and Leadership Team in both Financial Year 2019 (paid in August 2020) and Financial Year 2020. It also includes the FY20 profit share bonus paid to all eligible employees in March 2021.

The significant bonus gap exists because our Senior Management and Leadership Team bonuses are paid as a percentage of annual salary. Additionally, our Leadership Team received bonus payments in relation to company performance. The mean gap is also high because our Senior Management group is also mainly male. This is something we’re striving to improve.

### PROPORTION OF EMPLOYEES RECEIVING A BONUS

The figures below show the percentage split for both males and females who received a bonus for the relevant bonus periods



All eligible employees received a bonus in 2021. Bonuses weren’t paid to a small number of employees due to being employed for less than 3 months.



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## OUR ACTIONS AND COMMITMENTS

We continue to be focussed on and are working towards reducing our gender pay gap and promoting equal opportunities at Rapha, the original commitments we set out in 2019 remain the same.

Our commitments are:

- Identify and create opportunities for our female employees to progress their careers at Rapha
- Take new steps to attract more female candidates applying for roles
- Introduce gender challenges with shortlists for senior hires
- Ensure that our pay and reward is continually monitored
- Continue to change the sport and grow women's cycling

To support our work for these continued commitments, since 2020 we have:

- Began a partnership with an external DEI Consultants to conduct a full review of our all practices for how we can become a more inclusive organisation.
- Recruitment and Hiring: Invested in an in house Talent Team to proactively approach talent and showcase our brand and culture to a broader audience.
- Introduced and trained the organisation on a new hiring standards to ensure we have more diverse and equitable hiring practises.
- Introduced clearer processes for pay and reward reviews.
- Ran company-wide training sessions educating team members on awareness and action to create an inclusive culture.
- We have created an Employee Resource Group (ERG) who are an international, cross-departmental voluntary team of Rapha staff members, striving to identify and drive programs that will tackle internal topics within our business with a particular focus on diversity, equity and inclusion.

We are striving to continually improve and hold ourselves accountable for what we have set out to achieve. We will continue to share and update on our progress in future gender pay gap reports.