



GENDER PAY GAP REPORTING

Companies with 250 or more employees are required to publish information about their gender pay gap as of 05 April each year. This report is on our gender pay gap as of 05 April 2020.

The legislation requires us to calculate and publish the following measure:

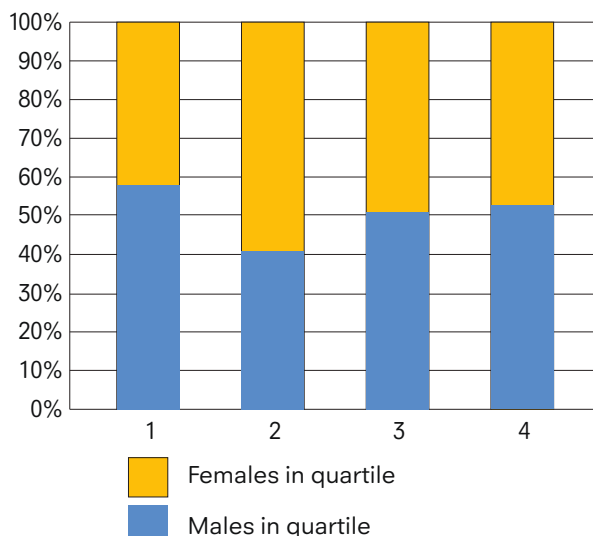
- Percentage gap in mean and median pay between men and women based on their average hourly pay rate in the pay period covering 05 April.
- The percentage gap in mean and median bonus paid to men and women in the twelve months preceding 05 April.
- The proportion of men and women who were paid a bonus.
- The proportion of men and women in each pay quartile.



THE FIGURES FOR REGATTA LTD AS AT 5TH APRIL 2020 WERE:

In summary the figures for Regatta Ltd as at 05 April 2020 were:

Percentage of men and women in each pay quartile



- The Regatta mean pay gap percentage as of 05 April 2020 was 12.2% and the median pay gap was -1.5%.

- The mean gap in bonus was 51%, however the median bonus gap was nil. The proportion of men who were paid as bonus was 94.1% and women was 96.1%.

- Regatta Ltd employed 547 people at the time with a mix of head office, logistics and retail roles.

- It is pleasing that in terms of pay, 6 out of the top 15 salaried people were women and that 42% of the top pay quartile were women.

We recognise that there is room for improvement in terms of gender pay and diversity more generally. We will continue to focus on ensuring a fair, open, diverse and empowering workplace with opportunities for all our talented people.

I confirm that the data published in this report is accurate

David Holt
Chief Operating Officer