

JIMMY CHOO

2018

J. CHOO LIMITED GENDER PAY GAP REPORT

JIMMY CHOO

FOLLOWING LEGISLATION INTRODUCED IN 2017, THE UK GOVERNMENT REQUIRES ALL EMPLOYERS WITH 250 OR MORE EMPLOYEES TO ANNUALLY DISCLOSE GENDER PAY GAP METRICS.

GENDER PAY FOCUSES ON THE DIFFERENCE IN REMUNERATION BETWEEN FEMALE AND MALE EMPLOYEES.

GENDER PAY DIFFERS FROM EQUAL PAY. EQUAL PAY REFERS TO WHETHER WOMEN AND MEN ARE BEING PAID EQUALLY FOR THE SAME OR SIMILAR WORK. THIS IS A LEGAL REQUIREMENT IN THE UK.



JIMMY CHOO WELCOMES THE LEGISLATION AND IS COMMITTED TO A POLICY OF TREATING ALL OF ITS EMPLOYEES EQUALLY. WE DO NOT DISCRIMINATE ON THE BASIS OF GENDER, ETHNICITY, AGE OR ANY OTHER FACTORS.

THIS REPORT INCLUDES THE REQUIRED GENDER PAY GAP METRICS FOR J. CHOO LIMITED.

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GENDER PAY GAP

THE DIFFERENCE IN HOURLY PAY BETWEEN THE MEAN AND MEDIAN HOURLY PAY OF WOMEN AND OF MEN.

MEAN = SUM OF ALL PAY DIVIDED BY THE NUMBER OF EMPLOYEES.

MEDIAN = THE MIDDLE OF ALL PAY ORDERED FROM LOWEST TO HIGHEST.

PAY GAP	MEAN	MEDIAN
	4.7%	3.6%

GENDER BONUS GAP

THE DIFFERENCE IN HOURLY BONUS BETWEEN THE MEAN AND MEDIAN HOURLY BONUSES OF WOMEN AND OF MEN.

MEAN = SUM OF ALL BONUSES DIVIDED BY THE NUMBER OF EMPLOYEES.

MEDIAN = THE MIDDLE OF ALL BONUSES ORDERED FROM LOWEST TO HIGHEST.

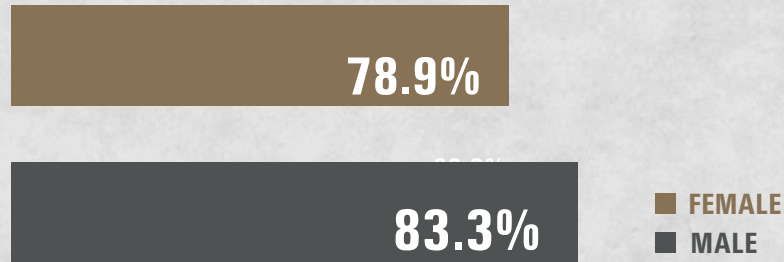
BONUS GAP	MEAN	MEDIAN
	-64.6%	4.8%

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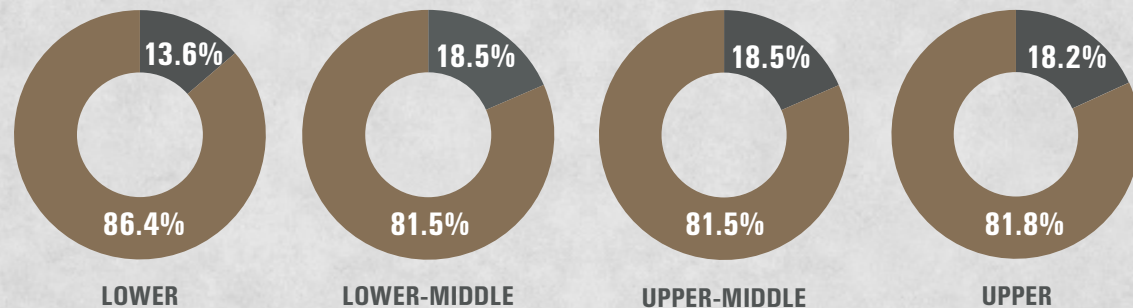
PROPORTION OF COLLEAGUES RECEIVING A BONUS

PERCENTAGE OF WOMEN AND MEN OUT OF THE TOTAL NUMBER OF WOMEN/MEN WHO RECEIVED A BONUS IN THE 12 MONTHS PRECEDING THE SNAPSHOT DATE OF 5 APRIL 2018.



PROPORTION OF COLLEAGUES IN EACH PAY QUARTILE

PERCENTAGE OF WOMEN AND MEN IN EACH EQUALLY SIZED QUARTILE OF THE SALARY STRUCTURE. THESE ARE OBTAINED BY ORDERING ALL SALARIES FROM LOWEST TO HIGHEST AND THEN CONSIDERING THE FIRST 25% FOR THE LOWER QUARTILE, THEN THE NEXT 25% FOR THE LOWER-MIDDLE QUARTILE, THE NEXT 25% FOR THE UPPER-MIDDLE QUARTILE AND THE FINAL 25% FOR THE UPPER QUARTILE.



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UNDERSTANDING THE J. CHOO LIMITED GENDER PAY GAP METRICS

WE HAVE A VERY SMALL MEAN AND MEDIAN PAY GAP AND MEDIAN BONUS GAP. THE PROPORTION OF WOMEN AND MEN RECEIVING BONUSES IS BROADLY ALIGNED.

OUR BUSINESS IS HEAVILY FEMALE DOMINATED. OF RELEVANT EMPLOYEES 232 (82.9%) WERE FEMALE AND 48 WERE MALE (17.1%).

THERE IS A SLIGHTLY DISPROPORTIONATE AMOUNT OF FEMALE EMPLOYEES IN THE LOWER QUARTILE. THIS IS LARGELY DRIVEN BY THE HEAD OFFICE INTERNSHIP PROGRAMME. THE INTERNSHIP PROGRAMME DELIVERS VALUABLE ON-THE-JOB TRAINING PROVIDING A GATEWAY INTO THE INDUSTRY, WITH INTERNS OFTEN MOVING INTO PERMANENT ROLES WITHIN THE BUSINESS. IN APRIL 2018 ALL INTERNSHIP POSITIONS WERE OCCUPIED BY FEMALE EMPLOYEES.

OUR MEAN BONUS GAP IS VERY STRONGLY IN FAVOUR OF OUR FEMALE EMPLOYEES. THIS RESULT RELATES TO ONE-OFF BONUS PAYMENTS MADE TO A LARGELY FEMALE DEMOGRAPHIC IN 2018. IT IS LIKELY WE WILL NOT SEE THIS DISPROPORTIONATE RESULT IN FUTURE METRICS.

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REWARD PHILOSOPHY

JIMMY CHOO IS COMMITTED TO APPOINTING, TRAINING, DEVELOPING AND PROMOTING BASED ON MERIT AND CAPABILITY. OUR PAY REVIEW PROCESS IS CONDUCTED WITH A STRUCTURED AND TRANSPARENT APPROACH. THE MAJORITY OF OUR EMPLOYEES ARE INCENTIVISED WITH AN ELEMENT OF VARIABLE COMPENSATION LINKED TO METRICS RELEVANT TO THEIR ROLE AND FUNCTION. WITHIN OUR RETAIL TEAMS, THIS IS LARGELY LINKED TO SALES COMMISSION, WHEREAS ON THE CORPORATE SIDE OF THE BUSINESS, THE VARIABLE COMPONENT OF PAY IS LINKED TO A MIX OF METRICS RELATING TO THE COMPANY'S OVERALL PERFORMANCE AND/OR THE INDIVIDUAL'S PARTICULAR ROLE AND FUNCTION. THIS BLENDED APPROACH PROMOTES THE ETHOS THAT EVERYONE AT JIMMY CHOO IS RESPONSIBLE NOT ONLY FOR THEIR OWN ROLE OR FUNCTION BUT WORKING TOGETHER TO PROMOTE THE BUSINESS AS A WHOLE WITHIN THE STRATEGIC FRAMEWORK.

WE CONFIRM THAT THE INFORMATION IN THIS REPORT IS ACCURATE AND PREPARED IN ACCORDANCE WITH THE EQUALITY ACT 2010 (GENDER PAY GAP INFORMATION) REGULATIONS 2017.



KAAREN BERNSEN
SENIOR VICE PRESIDENT, GLOBAL HUMAN RESOURCES



PIERRE DENIS
CHIEF EXECUTIVE OFFICER

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