

JIMMY CHOO

2022

J. CHOO LIMITED GENDER PAY GAP REPORT

JIMMY CHOO

At Jimmy Choo our diverse teams have allowed us to create a unique culture that has become one of our greatest strengths. We encourage our employees to celebrate their differences as much as their similarities and ensure every decision they make keeps our values at heart.

UK legislation requires us to annually publish our gender pay gaps.

Gender pay focuses on the difference in remuneration between average female and male employees. It does not compare like with like and does not take into account differences in roles or seniority.

Equal pay is very different. 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 and we are confident that we do not have any equal pay issues.

Jimmy Choo is committed to a policy of treating all of its employees equally without any discrimination 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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Our pay and bonus gaps are very low. The equality and human rights commission considers there to be essentially no gender pay gap if both mean and median are below 5%.

We are very pleased to share that our statistics are lower than this threshold.

We are committed to keeping our pay gap at this level and continuing to create and support an inclusive workplace. We want all our employees to feel empowered and encouraged to be their authentic selves. Our retail excellence team help to keep our values and visions alive across the brand.

We offer regular training to our leaders and managers to ensure that our recruitment, talent and pay decisions are fair and consistent. We are always reviewing our policies and putting in place additional support for growing families. We are proactive at identifying and removing any barriers that women can face in the workplace.

We work hard to ensure all promotions are based on an individual's skills and experience. We ensure everyone at Jimmy Choo is supported and able to reach their full potential. We know that our people are our strongest asset and we are committed to helping them have successful, fulfilling careers.

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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%	3.9%

GENDER BONUS GAP

The difference in hourly bonus between the mean and median hourly bonuses of women and of men.

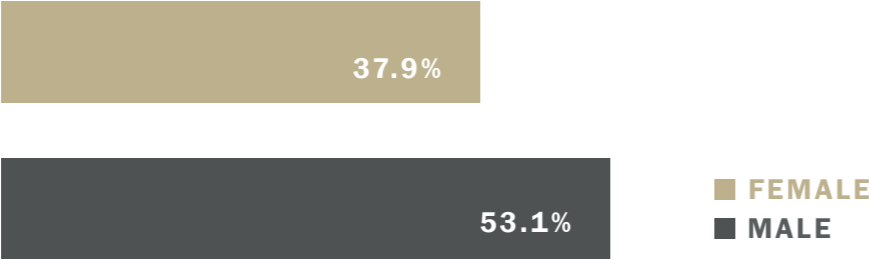
Mean = sum of all bonus divided by the number of employees who received a bonus.
Median = the middle of all bonus ordered from lowest to highest.

BONUS GAP	MEAN	MEDIAN
	-1.1%	-2.2%

A positive number indicates that pay is higher for men as a group, while a negative number indicated that pay is higher for women as a group.

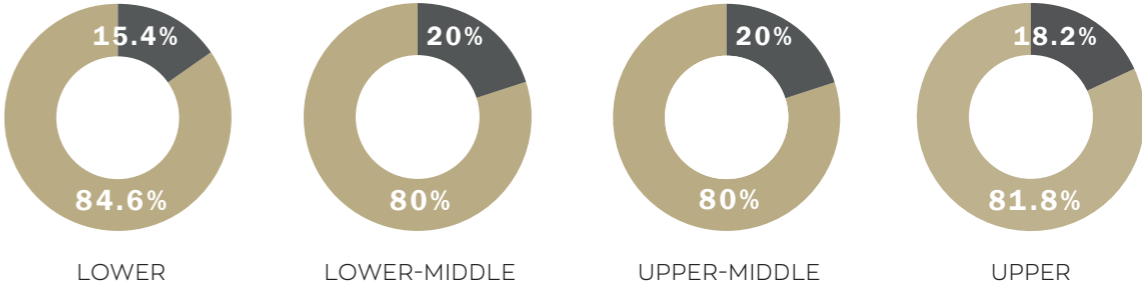
PROPORTION OF EMPLOYEES RECEIVING A BONUS

Percentage of women/men who received a bonus in the 12 months preceding the snapshot date of 5 April 2022.



PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE

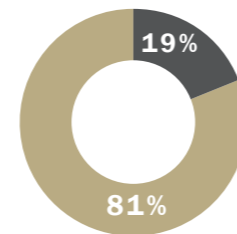
Percentage of women and men in each equally sized quartile of the salary structure. These are obtained by ordering all salaries from lowest to highest and then considering the first 25% for the lower quartile, then the next 25% for the lower-middle quartile, the next 25% for the upper-middle quartile and the final 25% for the upper quartile.



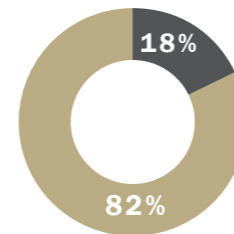
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UNDERSTANDING THE J. CHOO LIMITED GENDER PAY GAP METRICS

Our business continues to remain heavily female dominated. Just 18.4% of roles are held by men. Our pay and bonus gaps are low because men and women are similarly spread out across the business. There are roughly equal proportions of men in the lowest paid roles as in the highest paid roles.



LEADERSHIP TEAM



ALL EMPLOYEES

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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.



ROSALIN MARSHALL
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CHIEF EXECUTIVE OFFICER