



HOBBS

LONDON

GENDER PAY GAP
REPORT 2018

TIMELESS BRITISH ELEGANCE FOR SMART, BUSY WOMEN

With a 35 year history, Hobbs is an established global affordable luxury brand with a track record of addressing the wardrobe needs of smart, busy women with a focus on luxurious fabrics and quality craftsmanship.

We operate in 6 territories and employ 1100 people. In the UK, we have 780 employees working across 60 stores and 82 concessions, with a further 223 at head office and DC, and 97 in our international stores around the world.

At Hobbs we are proud of having a diverse workforce. We attract applicants of different ages, backgrounds, genders and nationalities – all supported and developed through our fair pay policies and practices.

100% OF HOBBS EMPLOYEES ARE PAID
EQUALLY FOR DOING EQUIVALENT JOBS.

DEFINITIONS FOR DATA

Relevant full-time employees (FTEs) include anyone employed under a contract of service or a contract of apprenticeship (agency workers and partners excluded).

Pay calculations are based on FTE-adjusted total pay received in the month of April 2017 and include basic salary, sector pay, variable pay, commission, and any other bonus payments made. The calculations exclude any overtime payments.

Mean and median reflect the difference between the mean (average) and median (mid-point) pay and bonus earnings for male and female employees.

Proportion of males and females in each pay quartile band reflects the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).



KEY FACTS

1100
employees across the globe

1003
employees in the UK

93%
of UK employees are female

78%
of UK employees are
based in stores

96%
of UK employees
in stores are female

22%
of UK employees are
based at head office & DC

83%
of UK employees at head
office & DC are female



Snapshot date:
April 2017

Pay period:
1 April 2016 to 31 March 2017

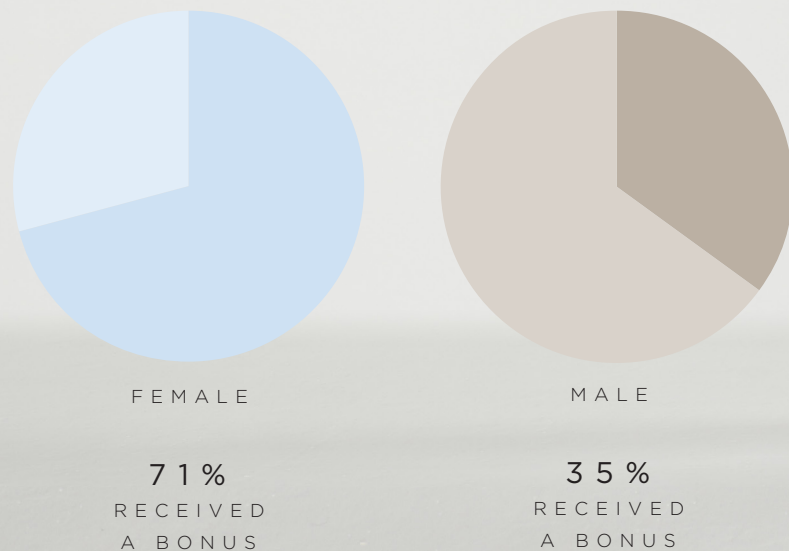
Bonus period:
1 April 2016 to 31 March 2017

GENDER PAY GAP INDICATORS

GENDER PAY GAP	GENDER BONUS PAY GAP	
21 %	- 105 %	MEDIAN
32 %	- 79 %	MEAN

Women represent the majority of employees throughout Hobbs' organization and this is most significantly pronounced within our UK Retail stores. The differing compensation structures for these business units drive the overall mean calculations showing that women are paid 32% less than men but paid 79% more in bonuses. The median calculation narrows the wage gap calculation to 21% but increases the bonus calculation to 105% higher as women are disproportionately represented at senior levels within Retail stores and a high proportion of bonuses were paid to Retail stores.

PROPORTION OF UK EMPLOYEES RECEIVING A BONUS



UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

FEMALE	MALE	
217	34	UPPER
235	16	UPPER MIDDLE
238	13	LOWER MIDDLE
246	4	LOWER

WE REMAIN COMMITTED TO EQUAL PAY FOR EQUAL WORK AND EQUAL OPPORTUNITY FOR ALL. IN THIS WAY, WE ENSURE THAT ALL EMPLOYEES, IRRESPECTIVE OF GENDER, RECEIVE THE FINANCIAL AND NON-FINANCIAL REWARDS AND RECOGNITION THEY DESERVE.

This statement confirms that the published information is accurate at the time of publishing and is signed by Meg Lustman, Chief Executive.

M. Lustman

MEG LUSTMAN
Chief Executive, Hobbs

