



HOBBS
LONDON

GENDER PAY GAP
REPORT 2024

TIMELESS BRITISH ELEGANCE FOR SMART, BUSY WOMEN

Hobbs is a British premium womenswear fashion brand based in London, led by a predominantly female senior leadership team.

We are proud of our inclusive culture where everyone is valued and supported to reach their full potential irrespective of age, gender or ethnicity. We have confidence that our internal processes and pay policies are robust and fair but recognise we can and should do more to champion diversity at all levels of our business and encourage future leaders.

Gender Identity

As an employer aspiring to be fully inclusive, we recognise that some of our colleagues might self-identify as non-binary or agender. Whilst Gender Pay Gap regulations require us to identify our employees as men or women, we fully support our colleagues who choose not to be identified in that way. We continue to capture the relevant data in line with our Inclusion and Diversity Strategy and will report on it in our future statements.

GENDER PAY GAP EXPLAINED

What is the gender pay gap?

A gender pay gap is the difference between average pay of a male employee and that of a female employee, averaged across the whole organisation, regardless of the nature of their work.



THE GENDER PAY GAP

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear on how to present data. We believe that to understand our figures, it's important to understand how they are calculated.

There are several calculations that together, show the difference between male and female pay, a full explanation for each calculation is as follows:

Relevant full time employees

Includes anyone employed under a contract of service, a contract of apprenticeship or a contract to personally do work (agency workers and partners excluded).

Pay calculations

Based on the FTE-adjusted total pay received in the month of April 2023 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a prorated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

Mean and median

The difference between the mean (average) and the median (mid-point) pay and bonus earnings for male and female employees (expressed as a percentage).

Proportion of males and females

In each pay quartile band: the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).

Pay quartiles

Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.



GENDER PAY GAP RESULTS

As a retailer of female clothing, Hobbs appeals to a predominantly female customer base and attracts a majority female workforce. At the April 2023 snapshot date, the company employed a very low number of male colleagues who made up just over 2% of the relevant employee base for reporting purposes. A very high majority of our store based colleagues are female (98%), with these store based roles typically receiving lower pay comparatively to more corporate roles. This has always been the driver behind our Gender Pay Gap numbers.

Hobbs has a predominantly female leadership team which is reflective of the number of women employed throughout the organisation as a whole and the opportunities provided for women to rise to the top of the business.

Gender Pay Gap (%)

Our roles and departments have salary banding to ensure there is consistency across all roles. Women represent the majority of employees throughout Hobbs' organization, and this is most significantly pronounced within our UK Retail stores. Central Team salaries tend to be higher paid due to the professional requirements and as a higher percentage of males work in central team this will be reflected in the results.

Gender Bonus Pay Gap (%)

Our bonus pay gap again reflects the structure of the organisation, where 98% of our total workforce is female, working part-time within our stores, while our male colleagues are in almost all full-time senior retail roles and within our Head Office. The bonus calculations are proportionate to hours worked and salary.

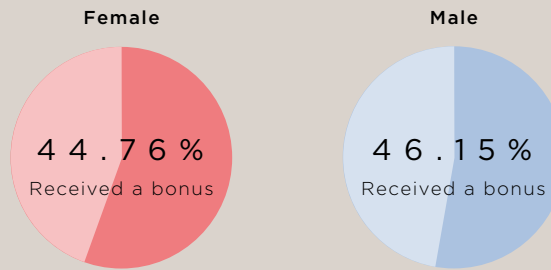
Proportion of Employees Receiving Bonus

The results show a higher proportion of male colleagues receiving a bonus than female colleagues. A high proportion of central team colleagues received a bonus in the qualifying period, as previously noted, a high proportion of our male population sit within the central team. This explains why a higher proportion of males have received a bonus in comparison to females.

GENDER PAY GAP INDICATORS

Gender Pay Gap	Gender Bonus Pay Gap	
19.03%	34.81%	Median
20.22%	35.03%	Mean

PROPORTION OF UK EMPLOYEES RECEIVING A BONUS



UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

Female %	Male %	
95.57	4.43	Upper
96.86	3.14	Upper Middle
100	0	Lower Middle
99.37	0.63	Lower



This statement confirms that the published information is accurate at the time of publishing and is signed by Justin Hampshire, TFG CEO.

Justin Hampshire

CEO, TFG