

# HOBBS

LONDON

---

GENDER PAY GAP  
REPORT 2019



# 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 11 territories and employ 1129 people. In the UK, we have 836 employees working across 61 stores and 109 concessions, with a further 235 at head office and DC, and 58 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 2018 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

**1 1 2 9**  
employees across the globe

**1 0 7 1**  
employees in the UK

**9 3 %**  
of UK employees are female

**7 9 %**  
of UK employees are  
based in stores

**9 6 %**  
of UK employees  
in stores are female

**2 2 %**  
of UK employees are  
based at head office & DC

**8 3 %**  
of UK employees at head  
office & DC are female



**Snapshot date:**  
April 2018

**Pay period:**  
1 April 2017 to 31 March 2018

**Bonus period:**  
1 April 2017 to 31 March 2018

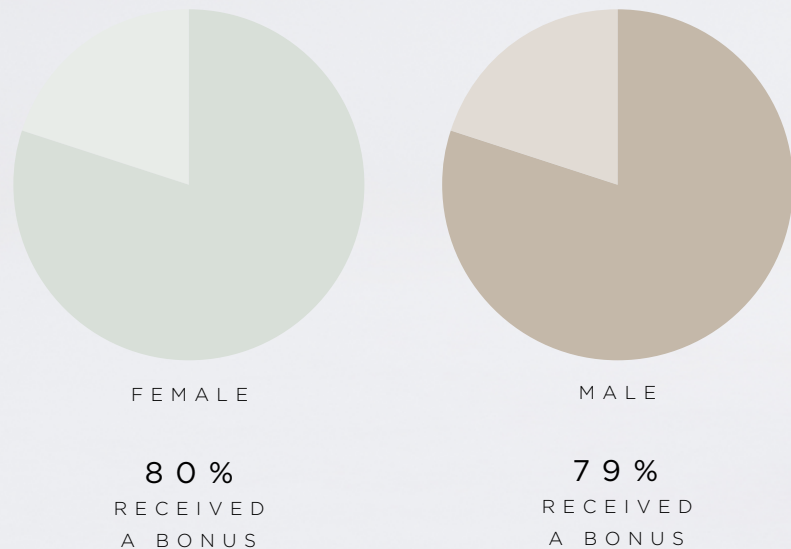


## GENDER PAY GAP INDICATORS

GENDER PAY GAP	GENDER BONUS PAY GAP	
24 %	10 %	MEDIAN
40 %	62 %	MEAN

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. Head Office salaries tend to be higher paid due to the professional requirements and as a higher percentage of males work in Head Office this will be reflected in the results. Bonus was paid to the vast majority of Head Office and Retail employees in the period.

## PROPORTION OF UK EMPLOYEES RECEIVING A BONUS



## UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

FEMALE	MALE	
87.6 %	12.4 %	UPPER
93.3 %	6.7 %	UPPER MIDDLE
98.9 %	1.1 %	LOWER MIDDLE
95.5 %	4.5 %	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 Justin Hampshire, Managing Director

**JUSTIN HAMPSHIRE**  
Managing Director, Hobbs

