



HOBBS

LONDON

GENDER PAY GAP
REPORT 2021

TIMELESS BRITISH ELEGANCE FOR SMART, BUSY WOMEN

With a 40 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.

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 2020 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.

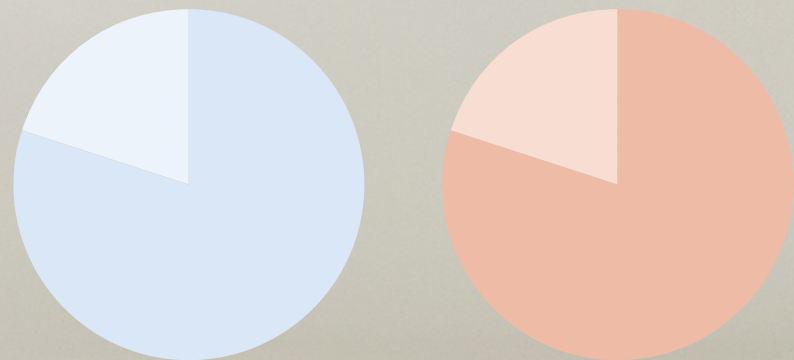
Proportion of males and females in each pay quartile band reflects the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).



GENDER PAY GAP INDICATORS

GENDER PAY GAP	GENDER BONUS PAY GAP	
12%	75%	MEDIAN
31%	85%	MEAN

PROPORTION OF UK EMPLOYEES RECEIVING A BONUS



FEMALE

80 %
RECEIVED
A BONUS

MALE

82 %
RECEIVED
A BONUS

UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

FEMALE %	MALE %	
77.8	22.2	UPPER
80.6	19.4	UPPER MIDDLE
77.8	22.2	LOWER MIDDLE
97.3	2.7	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 Alex Didymiotis, TFG HR Director

ALEX DIDYMIOTIS
HR Director, TFG

