



*Thomas Sabo*  
JEWELLERY



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JEWELLERY & WATCHES

Gender Pay Gap Report

2018

## INTRODUCTION

We are a business that firmly believes all people should be treated equally and fairly.

This report publishes our calculations showing the pay gap between our male and female employees.

The gender pay gap shows the difference in the average pay of all the male employees against the average pay of all the female employees. It is different to equal pay comparison, which examines whether men and women are given equal pay for equal work.

## WHY THE GAP

As a jewellery retailer, our brand is predominately female focussed which make us more attractive to female applicants. Additionally, like many companies we have a higher number of men than women in our more senior head office supporting positons. Together with the large number of women working in the lower paid, more flexible roles, this results in our gender pay gap.

We have found no inconsistency between how we pay men and women for the same role, but there is a pay gap driven by how our teams are structured. Of all our employees, 87.9% work in retail stores and the majority of our positions are at Sales Associate level; which are paid at a lower rate than other positions within the business in both store and head office. Of a total 265 employees, 114 are full time, and 151 are part time.

This means we have a large proportion of our female workforce in lower paid jobs. However, we know that Sales Associate positions are appealing to female applicants as they offer a great deal of flexibility across their working pattern and we are proud that we offer that flexibility across our teams and provide careers in retail with a variety of roles and hours. In contrast, the current make up of senior roles at our head office shows a higher proportion of men to women in some higher paid roles.

We know that numbers don't always tell the whole story, but we're confident that all employees are being paid equally for the jobs they do, regardless of gender.

*Thomas Sabo*

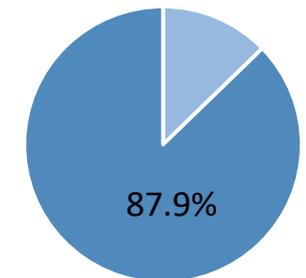
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### OUR GENDER PAY GAP

31.1% (mean)

25.8% (median)

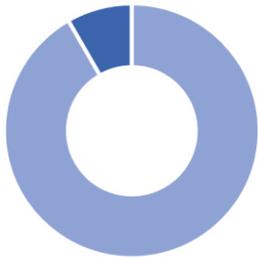
Our employee population



■ Male ■ Female

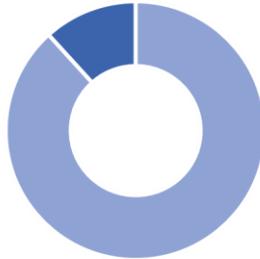
## OUR PAY QUARTILES

Lower Quartile



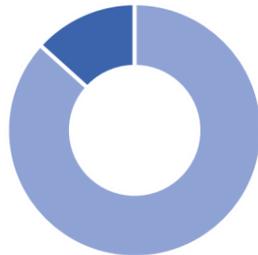
■ Female ■ Male

Lower Middle Quartile



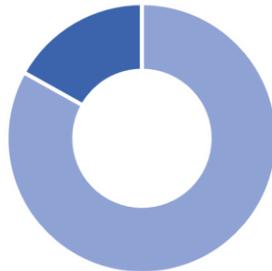
■ Female ■ Male

Upper Middle Quartile



■ Female ■ Male

Upper Quartile



■ Female ■ Male

## OUR GENDER BONUS GAP

50.1% (mean)

47.6% (median)

## WHO RECEIVED BONUS PAY

91.2% Male

95.7% Female

## COMMITTED TO EQUALITY

At THOMAS SABO, we are committed to be an equal opportunity employer and we are confident that we have sufficient mechanisms in place to ensure that male and female employees who are doing the same jobs, or work of an equal value, are being paid at the same rate. We are always very conscious to distinguish our people by role and never by gender across all our policies and procedures in relation to recruitment, benefit allocation, reward and salary benchmarking.

## THE FUTURE

We recognise that there is a nationwide gender pay gap and we are committed to taking a proactive approach to reduce it. Within the retail jewellery sector, there are inherently more women employed and we continue to work hard to attract and retain male employees within our retail environment and this will be an ongoing focus for us in 2019.

We are very proud of the support and flexibility we offer to women in our business and it is a combination of the nature of our business and the flexibility in working patterns which makes us more attractive to female applicants.

I can confirm the information in this report is accurate.

Tony Björk  
Managing Director, UK, Ireland & Scandinavia