

Thomas Sabo



**GENDER PAY GAP
2017**

INTRODUCTION

We want to build a business we are proud of and we firmly believe that all people should be treated equally and fairly.

As part of the Government’s commitment to tackling gender inequality, and as a business with over 250 employees, we’re publishing 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 men in a defined group (in this case, all of THOMAS SABO’s employees in England, Scotland and Wales) against the average pay of all the women in the group. 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 predominantly female focussed which makes us more attractive to female applicants. On top of this, like many companies we have a higher number of men than women in our more senior central supporting positions. Together with the large number of women working in the lower paid, more flexible roles, this results in our gender pay gap. We believe it is important to understand that the pay gap is much less significant in the largest part of our business; our stores.

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, 88% work in stores, and 90% of our store staff are female. The majority of positions within our business are at Sales Associate level which are paid at a lower rate than other positions within the business in both the store environment and head office.

This means we have a large proportion of our female workforce in lower paid jobs. However, we know the 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.

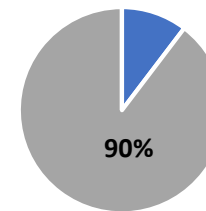
In contrast, the current make up of senior roles at our head office shows a higher proportion of men to women in some higher paid roles. We know that numbers don’t always tell the whole story, but we’re confident that the men and women who work for us are being paid equally for doing equivalent jobs, whatever they do.



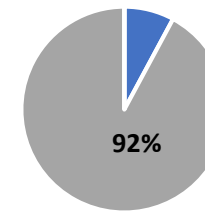
OUR GENDER PAY GAP

26.2% Lower (mean)

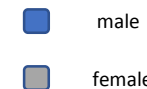
11.5% Lower (median)



Female to male total employee ratio

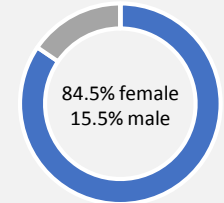


Female to male retail employee ratio

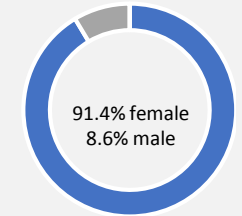


Our Pay Quartiles

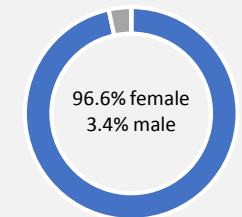
Upper Quartile



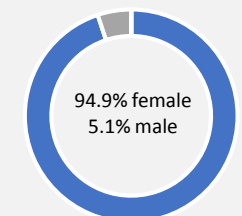
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



OUR GENDER BONUS GAP



41.7% (mean) 34.8% (median)

WHO RECEIVED BONUS PAY

89.3% men 94.9% women

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 2018. 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.

In summary, the gender make-up of our team demographic and the working arrangements of some of our employees means that the data presented does not accurately reflect the reality of our pay structure at THOMAS SABO. Most importantly, we are confident that our employee population are paid equally for equivalent roles across our business irrespective of their gender. We will continue to strive to develop our talented male and female employees, enabling them to progress through our business from sales roles through to management positions.

I can confirm that the information in this report is accurate.

Melissa Boyd

People Director