

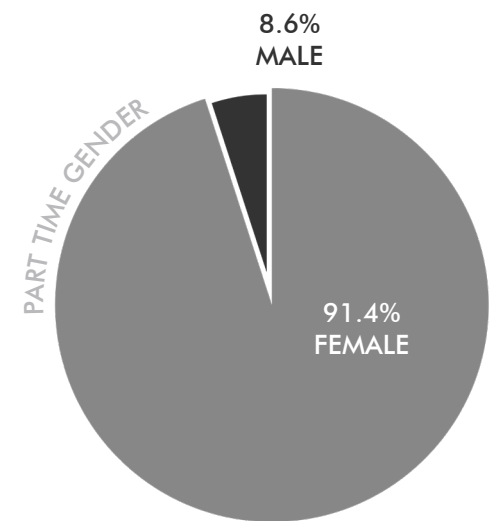
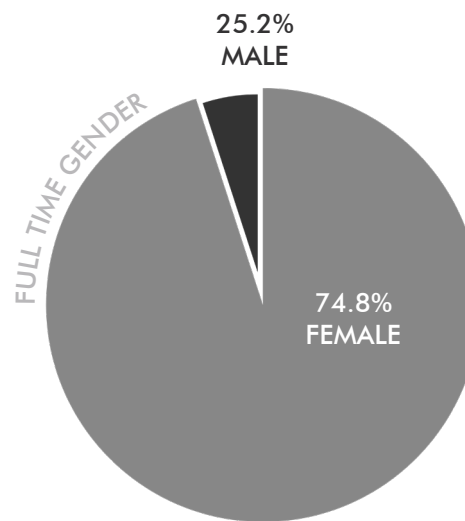
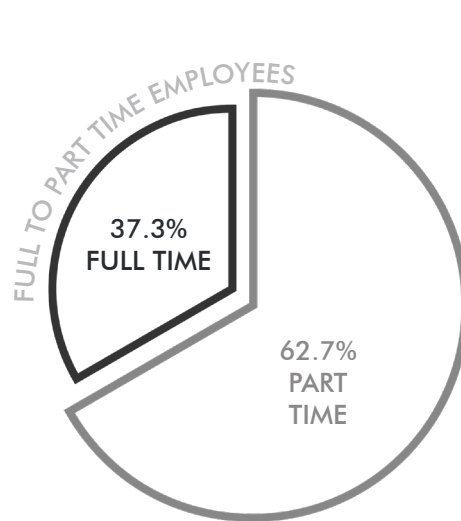
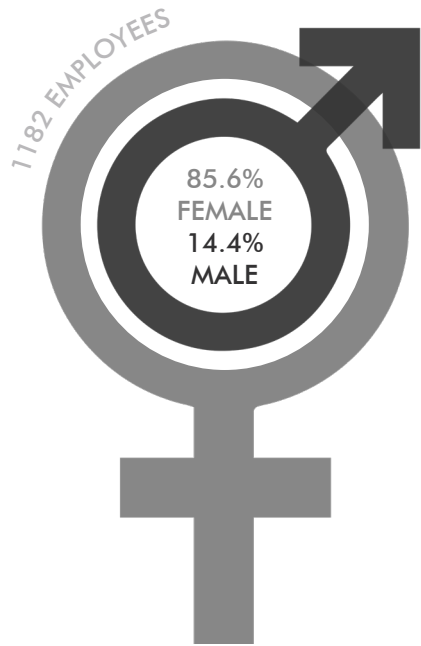
OLIVER BONAS

Gender Gap 2023

Summary of our results

This information is based on hourly pay rates as a snapshot from the 5th April 2023 as required by the Gender Pay Gap legislation

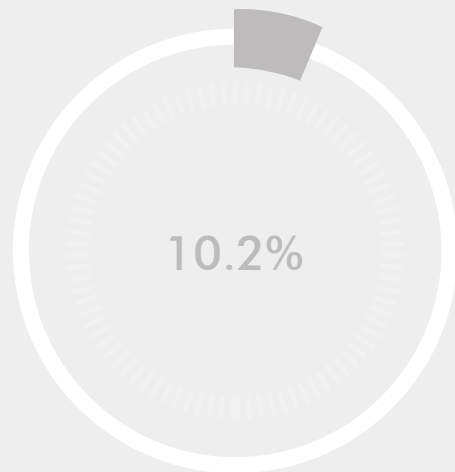
GPG Snapshot Team Demographic



Our Gender Pay Gap

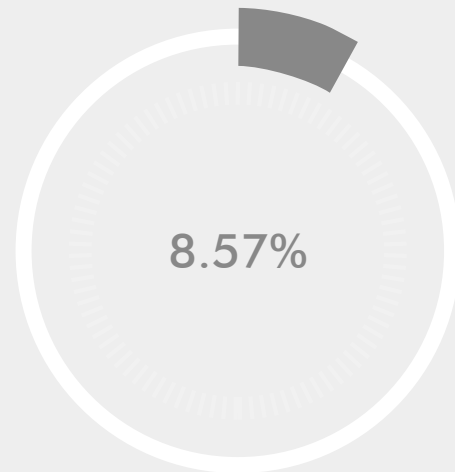
The GPG is defined as the difference in the average amount that men and women earn in a given time at a particular company. Gender pay is different to equal pay and at OB we pride ourselves on paying men and women equally for similar job roles.

MEAN:



vs 6.9% in 2022

MEDIAN:



vs 8.66% in 2022

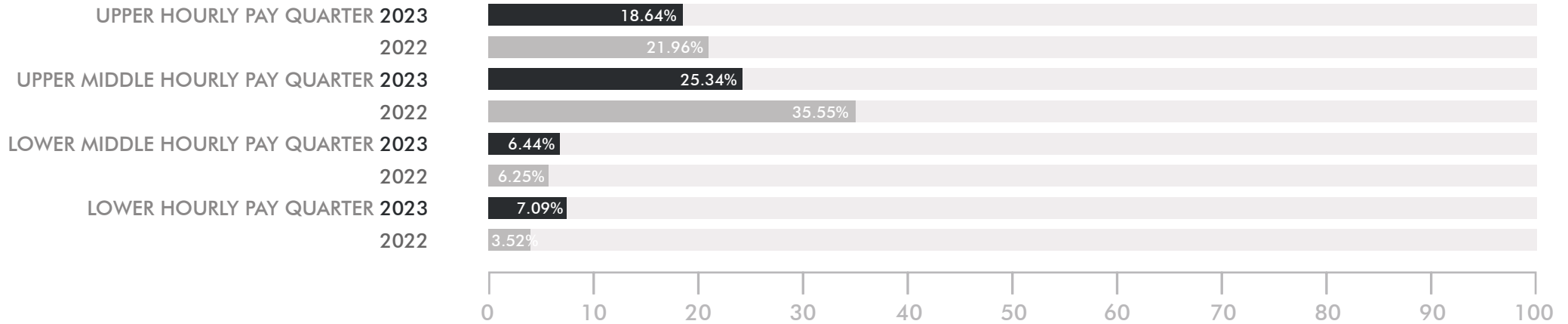
The information below provides some context on our figures:

Over the last 12 months we have continued to increase our store portfolio outside of London into more regional locations. Whilst we pay well above the national minimum wage rates, our hourly team member rate is lower outside of London compared to our central London store locations and warehouse team member rates (our warehouse locations are based in Surrey and Hampshire). The gender make up of our warehouse teams is weighted towards a full-time male population which accounts for 72% of the warehouse workforce. In our stores we have a 94% female workforce of which 82% work part time so this is driving our increase in gender pay gap. Whilst we are an inclusive company and strive to encourage a diverse range of candidates to apply for our roles, due to our product range and the nature of our business, the majority of our applications are from females looking to work in part time roles.

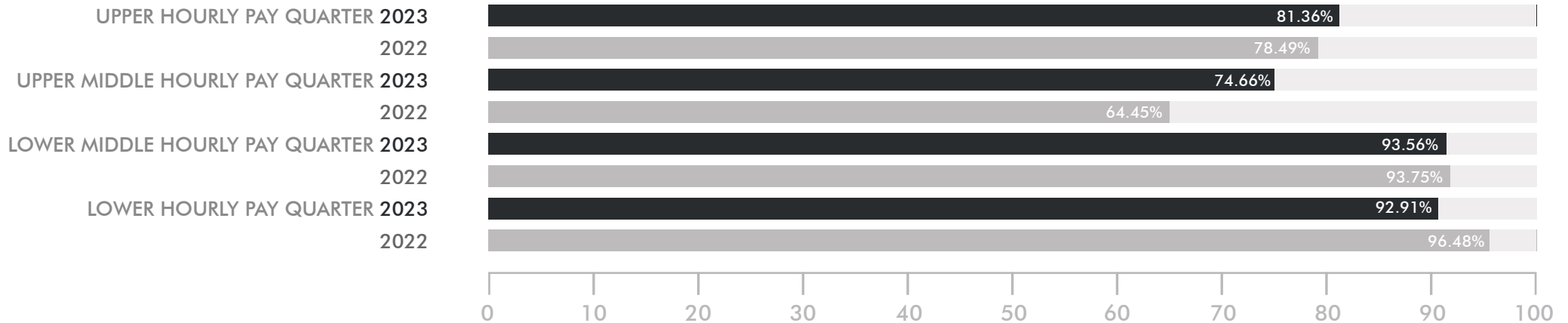
As we are aware that the different rates across our stores and warehouses are driving our gender pay gap, we have been taking positive steps to address this by closing the gap in these rates in our April 2024 pay review.

Gender Demographic Per Quartile

Men in Hourly Pay Quarter



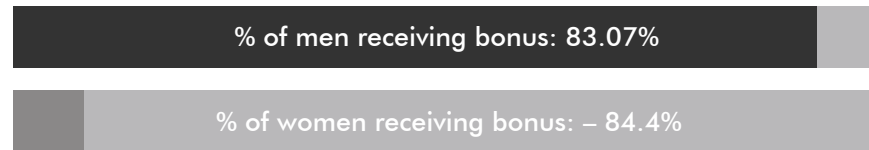
Women in Hourly Pay Quarter



Both the mean and median bonus gap are being driven by the fact we have a large population of part-time female employees versus the number of part-time and full-time male employees, and our company bonus scheme is based on a set percentage of gross earnings.

We are confident that we offer equal pay for the same job regardless of whether a male or female fulfils the role.

Gender Bonus Gap (GBG)



Context

Both the mean and median bonus gap are being driven by the fact we have a large population of part-time female employees versus the number of part-time and full-time male employees, and our company bonus scheme is based on a set percentage of gross earnings.

We are confident that we offer equal pay for the same job regardless of whether a male or female fulfils the role.

Final Word:

Overall, we are confident that we offer equal pay for the same job regardless of whether a male or female fulfils the role.

Looking at our GPG figures over the years, excluding those skewed by the Furlough scheme during the Covid-19 pandemic (2020 and 2021) we are closing the gap within the constraints caused by the make-up of our teams.

