

OLIVER BONAS

GENDER PAY GAP 2017

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OVERVIEW

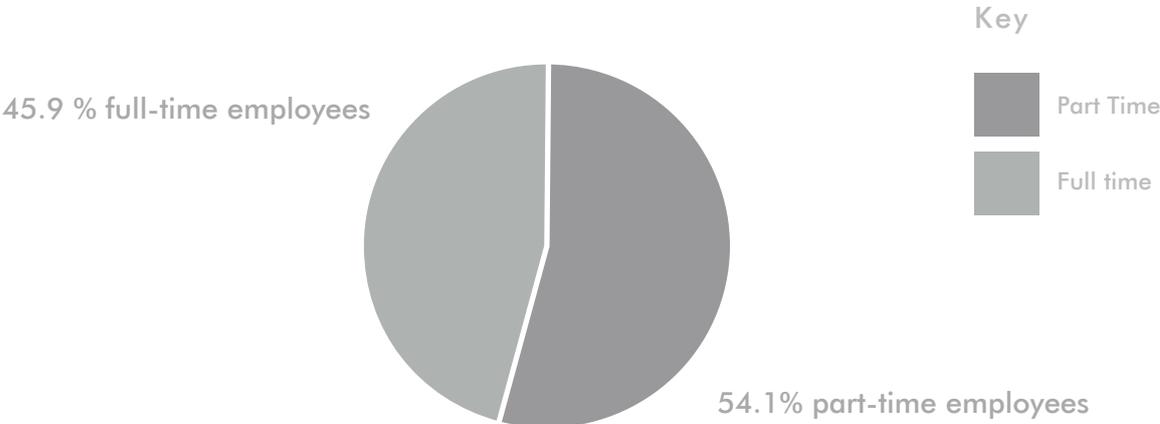
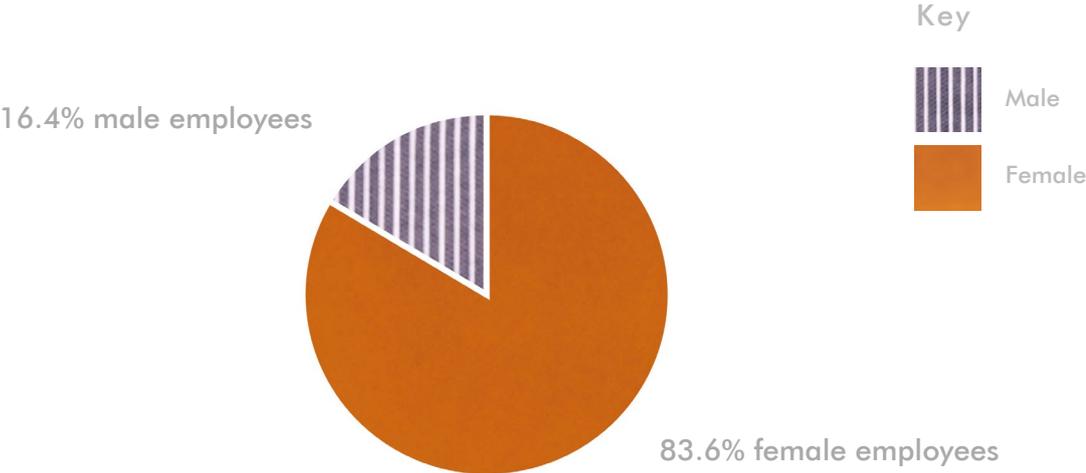
Gender Pay Gap legislation, under the Equality Act 2010, requires an employer with 250 employees or more to publish their gender pay gap for their employees. At Oliver Bonas we value inclusion and strive for equality for each and every team member.

SUMMARY OF OUR RESULTS

This information is based on hourly rates of pay at the snapshot date of 5th April 2017.

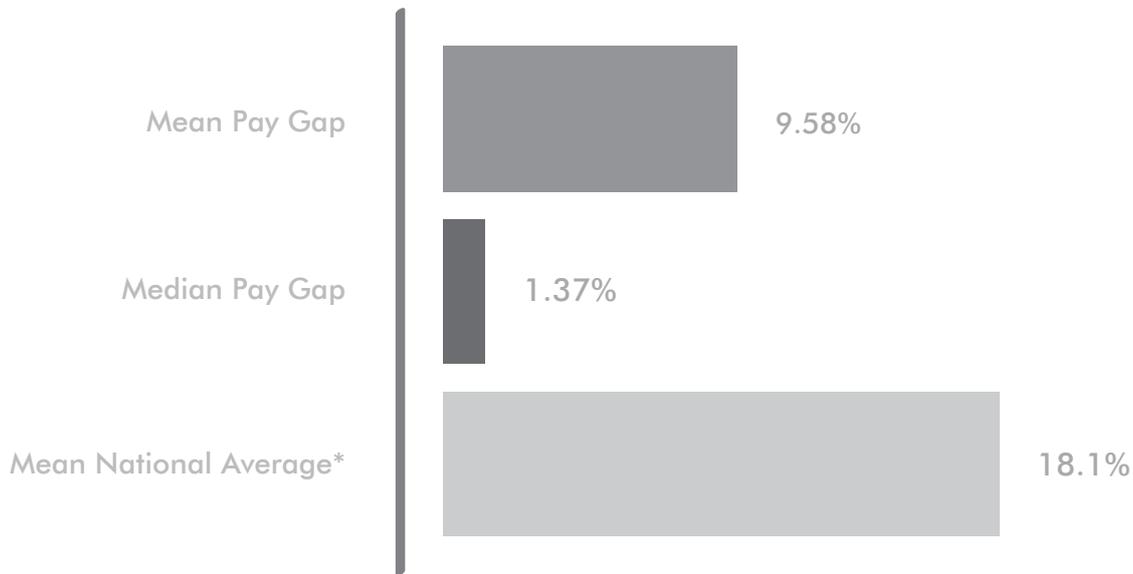
TEAM DEMOGRAPHIC

713 employees



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OB GENDER PAY GAP



*2016 Office for National Statistics

The findings of our gender pay gap analysis are largely driven by the gender bias that exists within our team. As a lifestyle retailer, we predominantly attract female applicants resulting in our part time employee population being 90.9% female. Our mean gender pay gap is however, much lower than the 2016 reported national average figure of 18.1% by the Office of National Statistics.

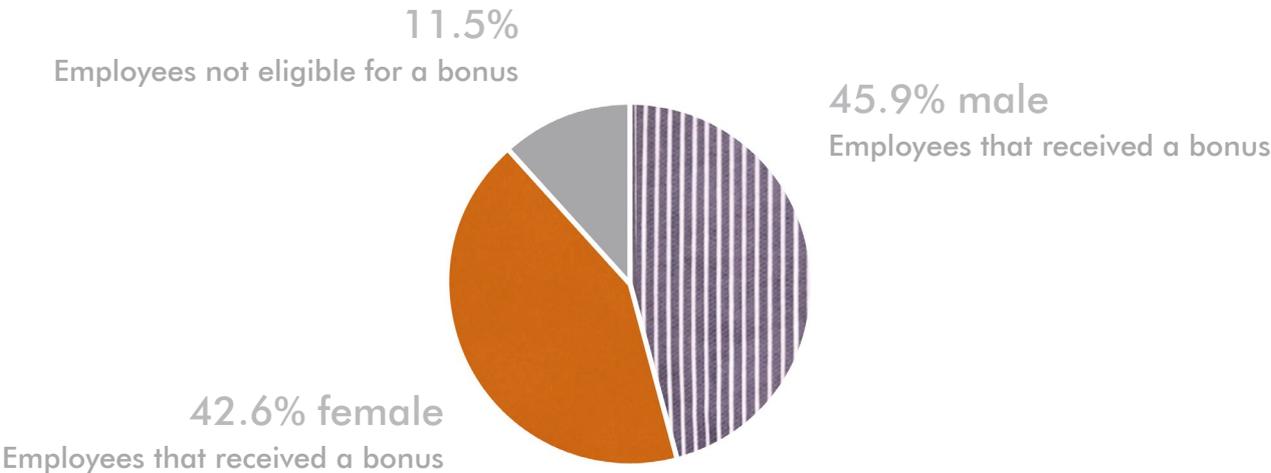
According to research by Firstwomen.co.uk, women make up 60% of the total retail workforce, but with only 10% of the executive board members being female. We are extremely proud to be able to support flexible working at Oliver Bonas. Our senior leadership team is 76% female with 53% of them working part time.

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GENDER BONUS GAP

This information is based on a 12 month reference period up until 5th April 2017.

Our bonus is a profit share scheme that is offered to all levels of our team and paid annually for the previous financial year from January to December. Payments are based on a percentage of earnings during that period.

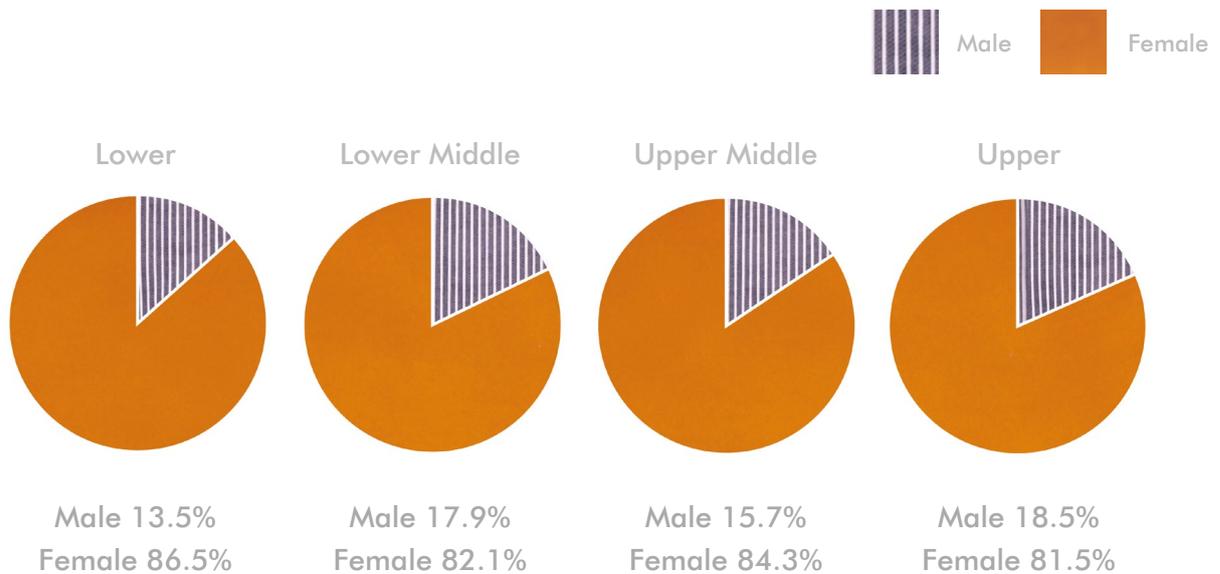


Our gender bonus pay gap is largely driven by the number of female employees (58.9%) working part time, as the bonus percentage is based on their part time earnings for the financial year. Our stores have the highest team turnover rates within the business resulting in a lower length of service, and therefore lower bonus payments. Another contributing factor to our gender bonus gap is that 72.3% of our Website Fulfilment and Warehouse teams are males who work full-time.

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GENDER DEMOGRAPHIC PER QUARTILE

We are required to report on the number of men and women who fall into 4 pay band quartiles. This is to show where women are most concentrated in our pay scale.



We are extremely proud of our gender demographic which is very much evenly spilt across all quartiles.

We are very transparent about our pay bands and publish these for our store management teams annually. In the lifestyle retail sector, there are inherently more women employed. We have worked hard over the last few years to encourage more male managers and team members to join our business. **25% of our Store Managers are male which has increased from 10% over the last 12 month period.** Similarly, we have worked to increase the number of females working in our Warehouse and Web Fulfilment teams and continue to make good progress in these areas. **30% of our Web Fulfilment team are now female.** We are planning on continuing to focus on creating a more balanced workforce across all areas of our business for 2018.

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The gender make-up of our team demographic and the working arrangements of some of our employee population means that our data isn't necessarily representative of the real situation regarding the pay at Oliver Bonas. We are confident that our male and female employees are paid equally for equivalent roles across our business.

We can confirm that our data has been calculated according to the requirements of the Equality Act 2010.

A handwritten signature in grey ink, appearing to read 'Olly Tress', with a stylized, cursive script.

Olly Tress
Founder and Managing Director