

OLIVER BONAS

GENDER

PAY GAP

2020

MESSAGE FROM OLLY

An inclusive culture is at the heart of our philosophy of work and life at Oliver Bonas. We recognise, respect and celebrate all difference so everyone is welcome and free to be themselves. Creating a culture of equality isn't just the right thing to do – we believe that diverse businesses are both more innovative and resilient.

Each year, we are required by the Government to report our Gender Pay Gap (GPG) results. The huge challenges of the pandemic meant that we were not required to publish for 2018-2019. Whilst we did not publish them externally, we still calculated our GPG and were delighted to see that it decreased for a consecutive year from 7.23% to 7.05%.

This GPG report covers our status in 2020. Like many other businesses, the pandemic led to the closure of many of our stores for significant periods of time. Furloughing on and off 88% of Team OB. This meant that we used the Coronavirus Job Retention Scheme and 88% of our team members were furloughed at some point. This has resulted in our results not being a true representation of our GPG within our whole business.

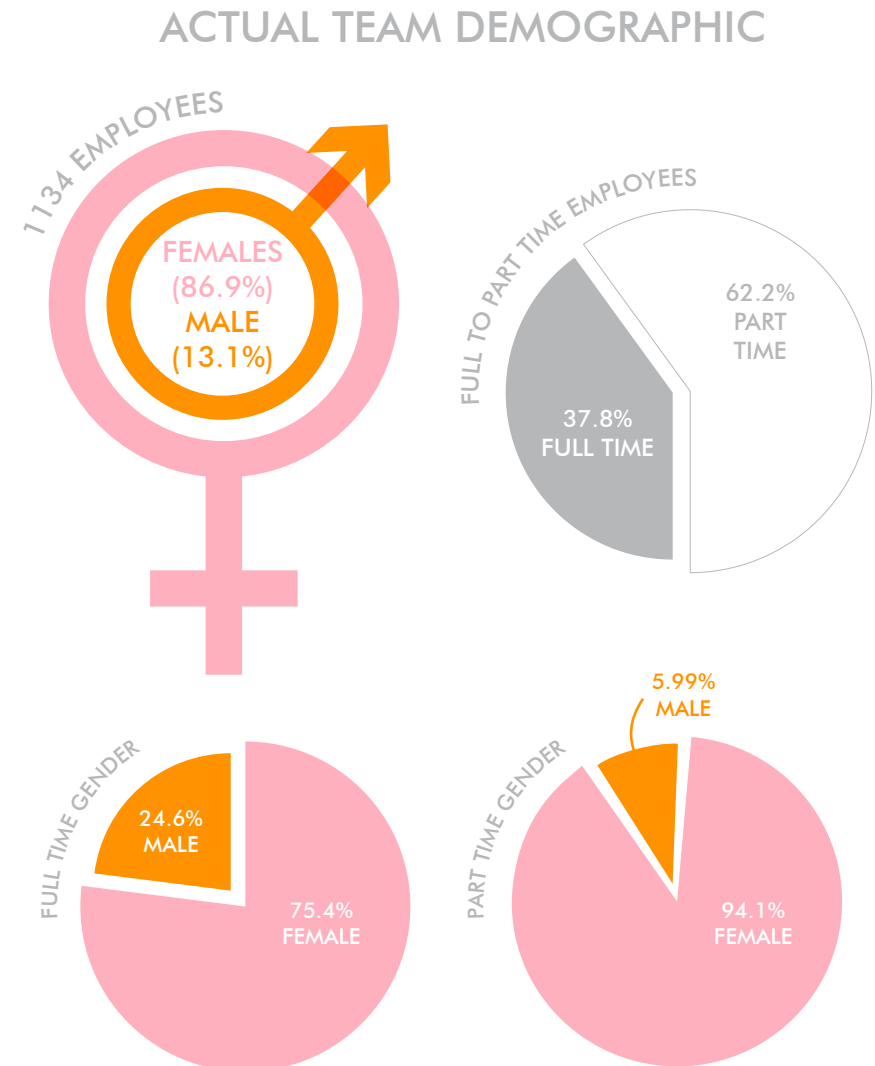
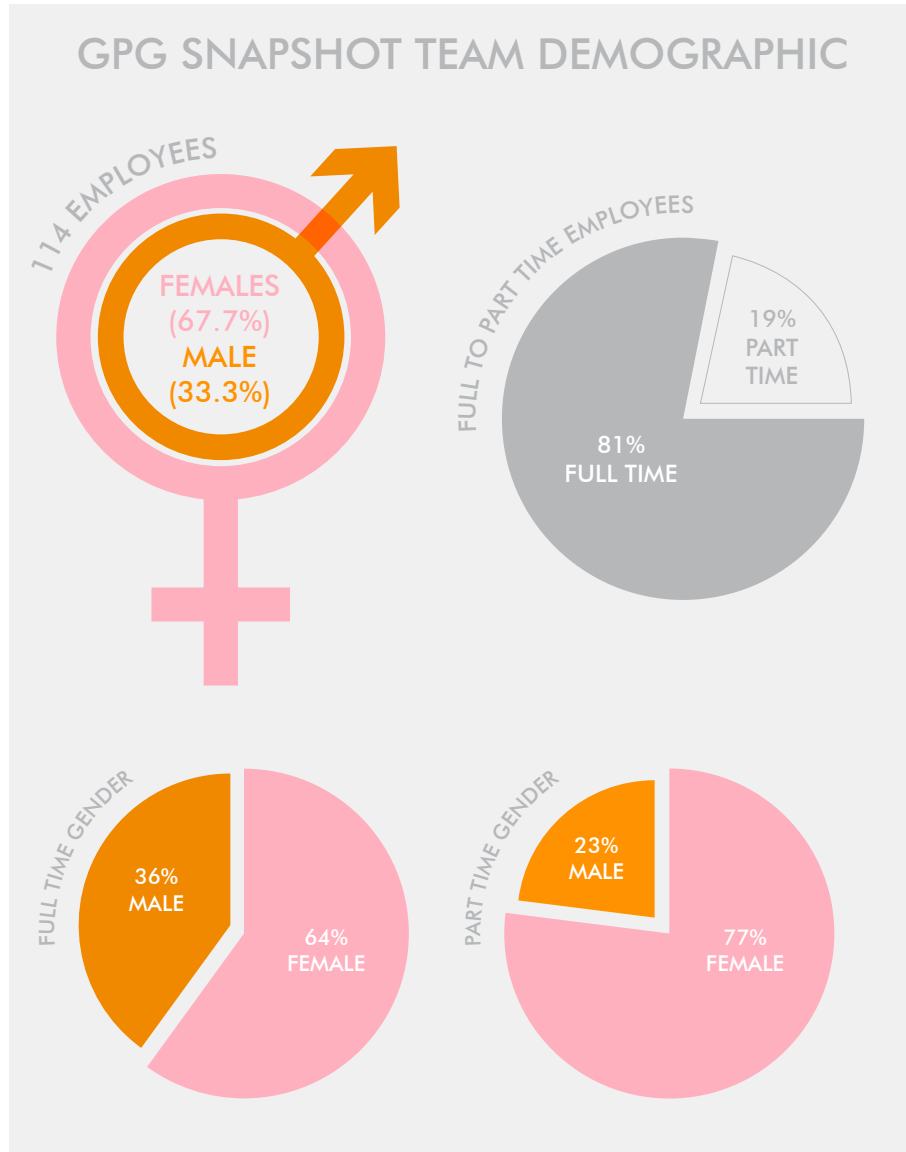
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Olly Tress

Founder and Managing Director

SUMMARY OF OUR RESULTS

This information is based on hourly pay rates as a snapshot from 5th April 2020 as required by the Gender Pay Gap legislation

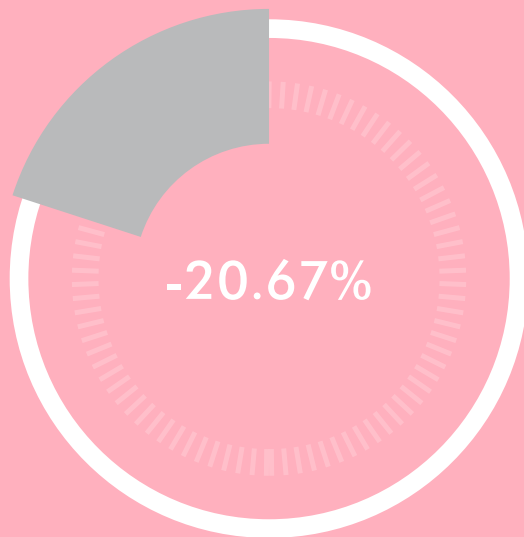


OUR GENDER PAY GAP

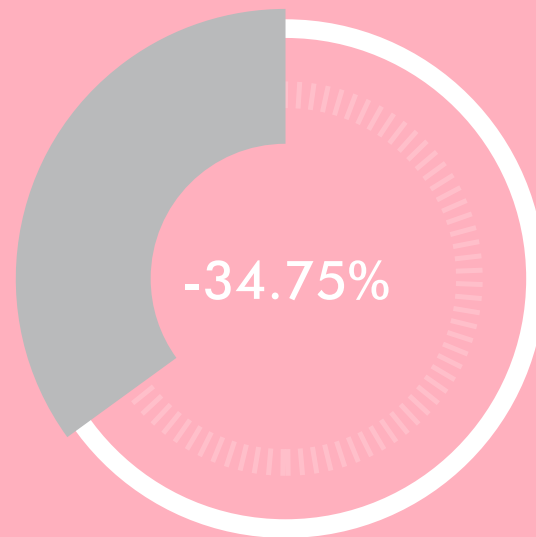
The gender pay gap shows the difference in the average amount that men and women earn at OB. This is just for the 114 employees included in this reporting period.

Gender pay is different to equal pay and at OB we pride ourselves on paying men and women equally for similar job roles.

MEAN:



MEDIAN:



Due to all of our stores being closed in April 2020, the snapshot date and the uncertainty about how long they would remain closed, 65% of our Support Office teams were also furloughed. Many of our departments operated on skeleton teams.

As a lifestyle retailer with a predominantly female product range we still continue to attract a largely female applicant to work in our stores and within our Support Office roles.

For 2020 our GPG is a negative result indicating that the gap is weighted towards women earning more than men – this result is being driven by our ratio of female to male employees and is not a true reflection of what our normal gender pay gap would have been.

GENDER BONUS GAP (GBG)

Mean Gender Bonus: -70.11

Median Gender Bonus: 0

With the uncertainty of the pandemic and the closure of all of our stores in March 2020, we unfortunately were not in a position to pay our annual Profit Related Pay (PRP) to all of our team which is usually paid out in March each year.

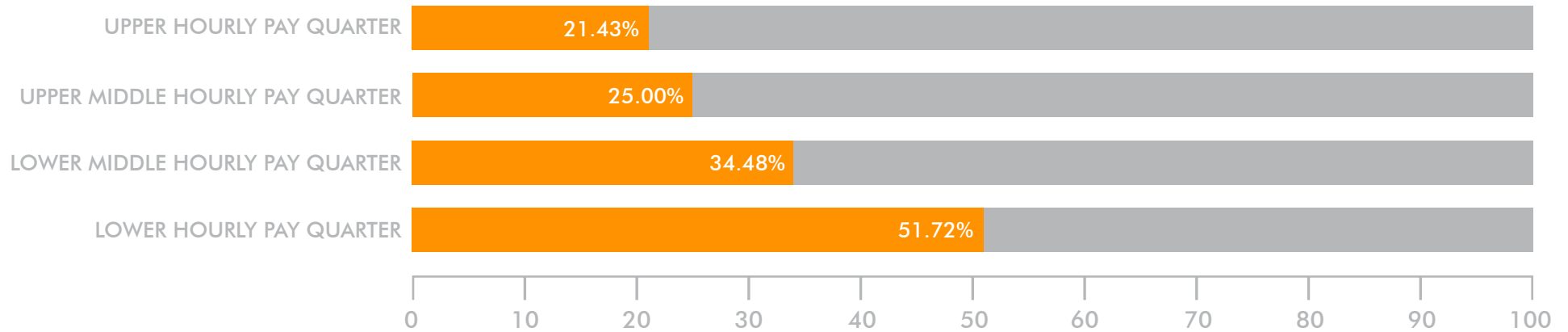
In January 2020 our head of departments were paid a small discretionary bonus based on their 2019 performance, this had already been communicated and agreed prior to knowledge of the pandemic.

With our stores closed we fortunately saw an uplift in our online sales which resulted in our web fulfilment and warehouse teams being much busier and working under much more challenging circumstances. In recognition of this increased workload and their commitment, we paid a small incentive bonus as we had not been in a position to increase our pay rates during this time.

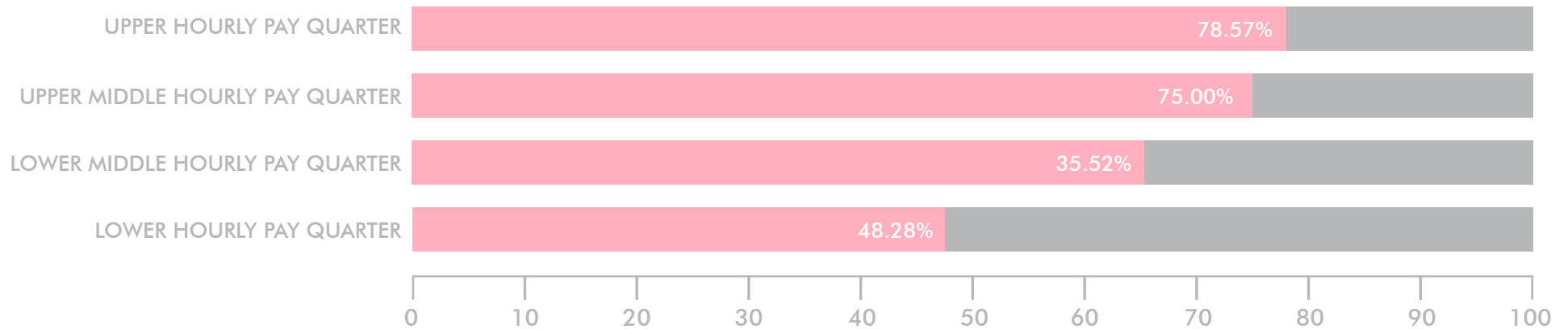
Our result of a GBG of -70.11 is driven by our HOD population being predominately female (73% - 14/19). 69 people in our Warehouse and Web FF teams received the bonus of which 47.8% were female.

GENDER DEMOGRAPHIC PER QUARTILE

MEN IN HOURLY PAY QUARTER



WOMEN IN HOURLY PAY QUARTER



Our gender demographic is consistent across our upper to lower middle hourly pay quartiles. This is because due to the nature of our business we have more women working for us but this demonstrates this is the case across all our roles. The only slight variation we see is in the lower hourly pay quartile which is nearly at 50/50 male to female.

FINAL WORD

Despite the challenges of the pandemic, we are proud of the work we do to ensure equal pay within OB and gender balance across all job roles.

We are currently working hard on our Equality, Diversity and Inclusivity strategy. This aims to ensure we do everything we can to promote a working environment where everyone has an equal opportunity to progress, regardless of gender identity or background.

Over the past year, we have successfully remotely trained all of our store managers on ED&I when recruiting, as well as integrating ED&I learning resources as part of induction for all new starters and for all OB team members. We are in the process of writing a new flexible working policy to try and enable as many people as possible whose jobs allow them to work flexibly.

Finally, whilst the Government requires us to report on gender balance between male and female, we have now made changes to our People system to allow individuals to select their true identity as we acknowledge that gender is more than just male or female.

We know that building and maintaining an equal, diverse and inclusive culture is a constant work in progress. Our commitment continues.

Olly Tress

Founder and Managing Director