

As part of UK regulations, we have created a detailed report outlining gender pay across our business inclusive of our stores and head office.

We continue to pay all sales advisers in our stores regardless of gender the same hourly rate. Our warehouse operatives and members of our customer experience team are also paid a set hourly rate, regardless of gender. We did pay a bonus during 2018 which was a flat rate to all employees regardless of their level and gender which resulted in 0% mean and 0% median bonus gap.

EMPLOYEE MIX

● WOMEN ● MEN

schuh's employee base has a higher % of females, comprised of 64% women and 36% men. The median gender pay gap in hourly pay is 0%.



WOMEN'S EARNINGS ARE:

Median gender pay gap in hourly pay

0%
LOWER

BREAKDOWN OF MANAGEMENT

● WOMEN ● MEN

There has been an increase of 12% in the number of women employed from the comparable assessment period last year (from 2,063 to 2,301) with only an increase of 6% in men. There are more women in the standard hourly-paid (sales adviser) roles and 64% of our store managers (and 73% of deputies) are women. We continue to have near parity amongst our Senior Management with 48% of roles (an increase of 1% from last year) occupied by women and 52% by men (excluding operating directors). At the time of the reporting period, the operating directors remained the same group of eight as the prior year, but has been supplemented by a new CMO role. The mean gender pay gap in hourly pay is 9.4% lower amongst women. We believe that this is driven by there being a larger proportion of women in the first three quartiles, which includes those on the standard hourly rate.

WOMEN'S EARNINGS ARE:

Mean gender pay gap in hourly pay

9.4%
LOWER

Total number of employees in senior management (including operating directors)



Total number of employees in senior management (excluding operating directors)



Store Managers



Deputy Managers



BONUS

Total number of employees who received bonus is 2042

● WOMEN ● MEN

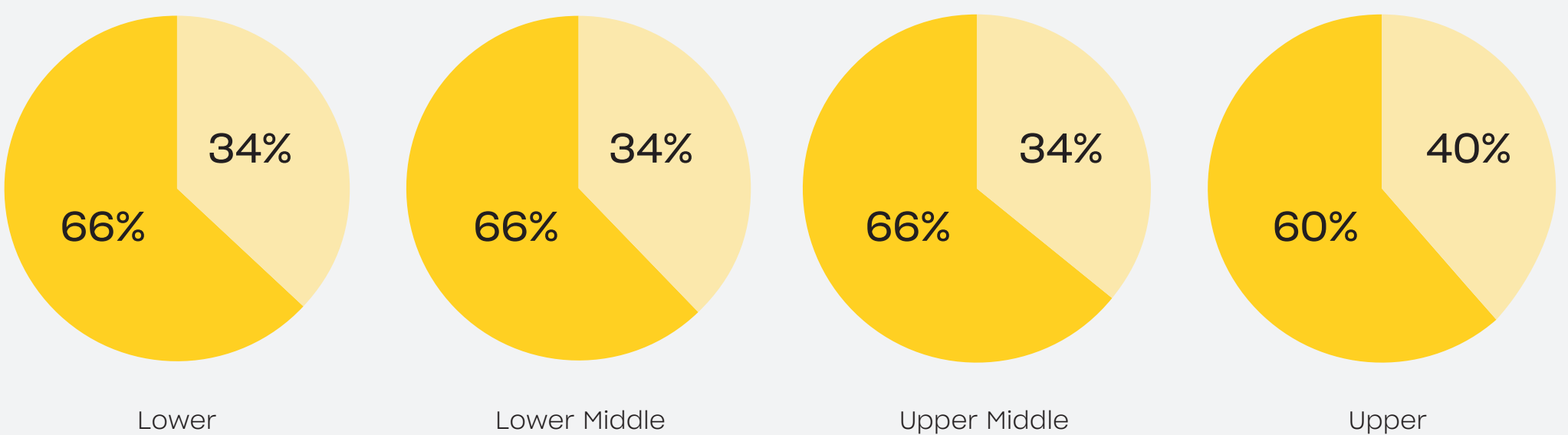


The mean & median gender pay gap in bonus pay is: **0%**

PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE (%)

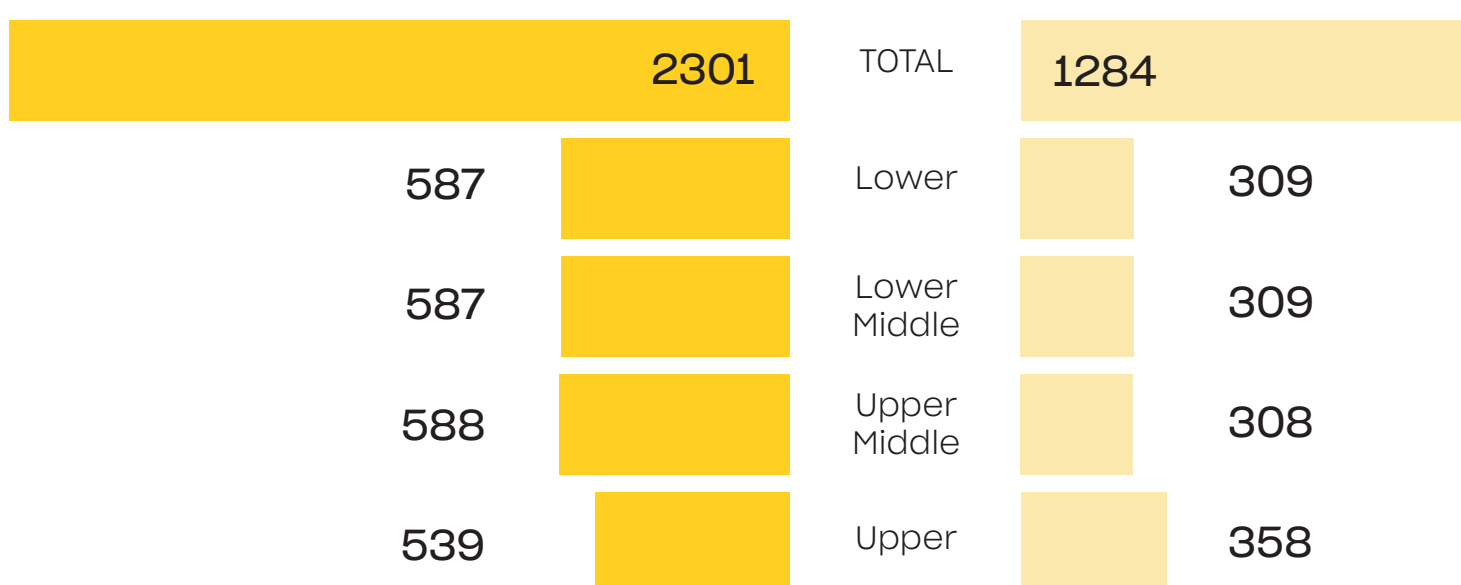
There are 896 employees in each quartile

● WOMEN ● MEN



NUMBER OF MEN AND WOMEN IN EACH PAY QUARTILE

● WOMEN ● MEN



Diversity, inclusivity and equality are at the heart of schuh and we are always seeking to support development for women in all roles across our business.

Colin Temple
Managing Director

03/04/2019