

schuh

Gender Pay Reporting for 5 April 2019

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.

EMPLOYEE MIX

● WOMEN ● MEN

schuh's employee base has a higher % of females, comprised of 66% women and 34% men.



WOMEN'S EARNINGS ARE: **0%**
Median gender pay gap in hourly pay EQUAL TO MENS

BREAKDOWN OF MANAGEMENT

● WOMEN ● MEN

There has been an increase of 7% in the number of women employed from the comparable assessment period last year (from 2,301 to 2,463) with a decrease of 0.6% in men (from 1,284 to 1,276). There are more women in the standard hourly-paid (sales adviser) roles and 67% of our store managers (and 73% of deputies) are women.

We continue to have near parity amongst our Senior Management with 49% of roles (an increase of 1% from last year) occupied by women and 51% by men (excluding operating directors). At the time of the reporting period, the operating directors are the same group of 9 as the previous year. The mean gender pay gap in hourly pay is 9.6% 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: **9.6%**
Mean gender pay gap in hourly pay 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

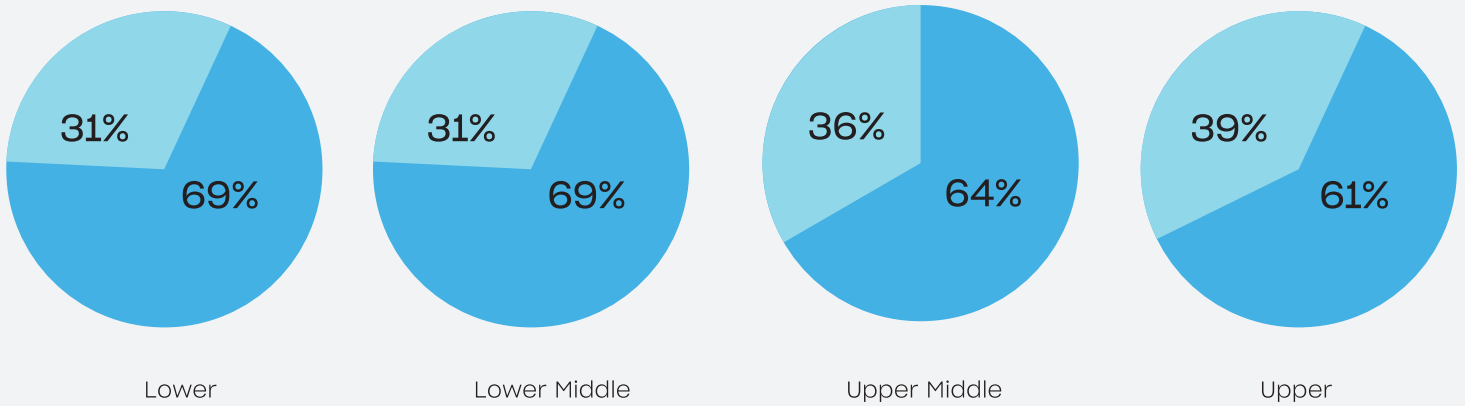
● WOMEN ● MEN

No bonus was paid during the snapshot period of 6 April 2018 to 5 April 2019.

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

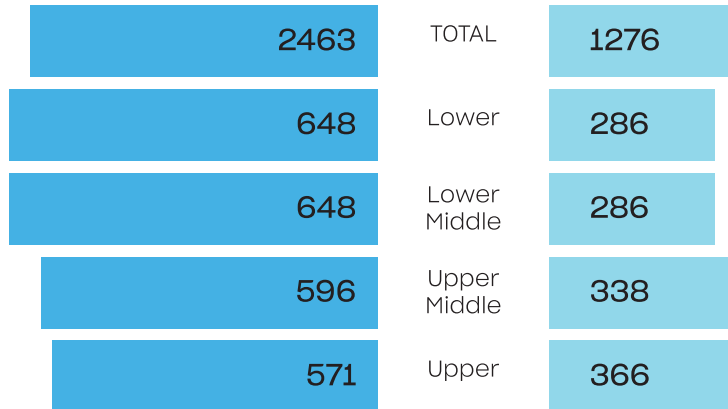
There are 934 employees in each quartile

● 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

04/10/2021