

schuh

Gender Pay Reporting for 5 April 2020

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:

Median gender pay gap in hourly pay

1.1%
LOWER

BREAKDOWN OF MANAGEMENT

● WOMEN ● MEN

The number of women employed from the comparable assessment period last year remained the same at 66%. There are more women in the standard hourly-paid (sales adviser) roles and 69% of our store managers (and 71% of deputies) are women. During this year we saw a shift in our Senior Management with 51% of roles (an increase of 2% from last year) occupied by women and 49% by men (excluding operating directors). At the time of the reporting period, the operating directors are group of 9 which consists of 7 men and 2 women which is a change from the previous reporting year. The mean gender pay gap in hourly pay is 8.2% 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

8.2%
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

The bonus (sales incentive) paid during the snapshot period was available to all staff who worked in our stores between 6 April 2019 and 5 April 2020 regardless of gender which resulted in 24% higher in mean and 38% higher median bonus amongst women.

No bonus was paid to head office staff during the snapshot period of 6 April 2019 to 5 April 2020.

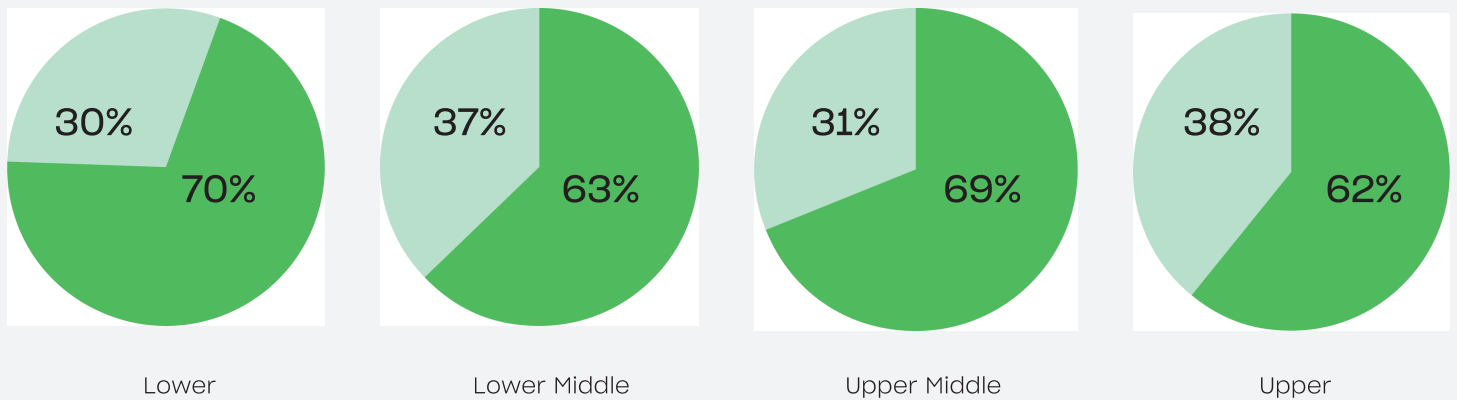


The mean & median gender pay gap in bonus pay is: **24% HIGHER MEAN** **38% HIGHER MEDIAN**

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

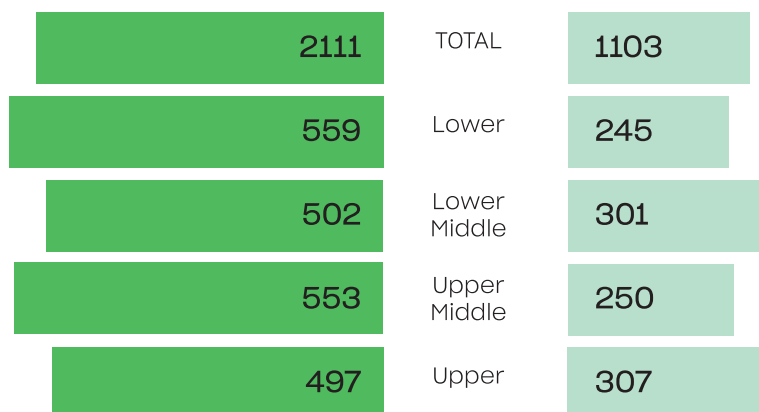
There are 804 employees in each quartile

● 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 the development for women in all roles across our business. To further support our aim to have a diverse and inclusive workforce we introduced the schuh census in June this year.

Colin Temple
Managing Director

04/10/2021