

A woman in a white suit stands on a modern balcony, looking out over a city at sunset. The balcony has a glass railing and a large overhang. The city below is densely packed with buildings, and the sky is a mix of orange and blue.

HOBBS

LONDON

GENDER PAY GAP REPORT 2023

TIMELESS BRITISH ELEGANCE FOR SMART, BUSY WOMEN

Hobbs is a British premium womenswear fashion brand based in London, led by a predominantly female senior leadership team.

We are proud of our inclusive culture where everyone is valued and supported to reach their full potential irrespective of age, gender or ethnicity. We have confidence that our internal processes and pay policies are robust and fair but recognise we can and should do more to champion diversity at all levels of our business and encourage future leaders.

Gender Identity

As an employer aspiring to be fully inclusive, we recognise that some of our colleagues might self-identify as non-binary or agender. Whilst Gender Pay Gap regulations require us to identify our employees as men or women, we fully support our colleagues who choose not to be identified in that way. We continue to capture the relevant data in line with our Inclusion and Diversity Strategy and will report on it in our future statements.

GENDER PAY GAP EXPLAINED

What is the gender pay gap?

A gender pay gap is the difference between average pay of a male employee and that of a female employee, averaged across the whole organisation, regardless of the nature of their work.



THE GENDER PAY GAP

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear on how to present data. We believe that to understand our figures, it's important to understand how they are calculated.

There are several calculations that together, show the difference between male and female pay, a full explanation for each calculation is as follows:

Relevant full time employees

Includes anyone employed under a contract of service, a contract of apprenticeship or a contract to personally do work (agency workers and partners excluded).

Pay calculations

Based on the FTE-adjusted total pay received in the month of April 2021 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a prorated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

Mean and median

The difference between the mean (average) and the median (mid-point) pay and bonus earnings for male and female employees (expressed as a percentage).

Proportion of males and females

In each pay quartile band: the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).

Pay quartiles

Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

GENDER PAY GAP RESULTS

As a retailer of female clothing, Hobbs appeals to a predominantly female customer base and attracts a majority female workforce. At the April 2022 snapshot date, the company employed a very low number of male colleagues who made up just over 4% of the relevant employee base for reporting purposes. A very high majority of our store based colleagues are female (98%), with these store based roles typically receiving lower pay comparatively to more corporate roles. This has always been the driver behind our Gender Pay Gap numbers.

Hobbs has a predominantly female leadership team which is reflective of the number of women employed throughout the organisation as a whole and the opportunities provided for women to rise to the top of the business.

Gender Pay Gap (%)

It is important to recognise that the Gender Pay Gap numbers for April 2021 were affected by the Covid 19 pandemic reporting rules when many of our employees were on furlough leave and therefore a like for like comparison with this year's numbers is not possible. However, it is worth noting that the mean gender pay gap at Hobbs has been steadily declining since 2018.

Gender Bonus Pay Gap (%)

During the relevant reporting period, the mean (average) bonus amount paid to females was higher than the mean (average) bonus amount paid to males. This is in contrast to 2021. The median (mid-point) gender bonus pay gap has stayed the same in comparison to 2021.

Proportion of Employees Receiving Bonus

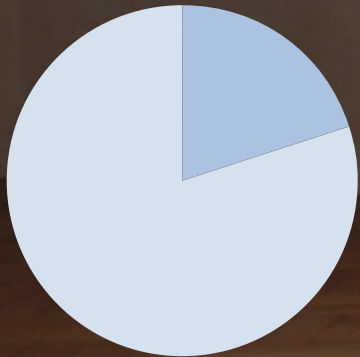
The results show a higher proportion of male colleagues receiving a bonus than female colleagues. As an ongoing result of the Covid 19 pandemic, a low number of our retail stores achieved bonus within the relevant reporting period. As previously noted, a very high proportion of our retail colleagues are female. A high proportion of our Distribution Centre employees received a bonus within relevant reporting period, and our Distribution Centre has a higher percentage of male colleagues. This explains why a higher proportion of males have received a bonus in comparison to females.



GENDER PAY GAP INDICATORS

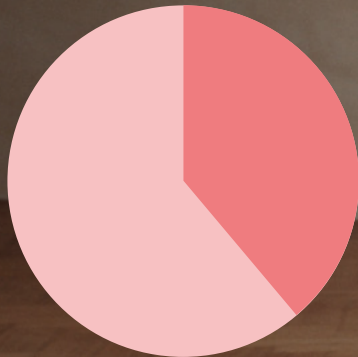
GENDER PAY GAP	GENDER BONUS PAY GAP	
14.44%	0%	MEDIAN
15.06%	-255.05%	MEAN

PROPORTION OF UK EMPLOYEES RECEIVING A BONUS



FEMALE

17.36%
RECEIVED
A BONUS



MALE

37.04%
RECEIVED
A BONUS

UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

FEMALE %	MALE %	
91.82	8.18	UPPER
95.60	4.40	UPPER MIDDLE
96.23	3.77	LOWER MIDDLE
99.37	0.63	LOWER

This statement confirms that the published information is accurate at the time of publishing and is signed by Alex Didymiotis, TFG HR Director

ALEX DIDYMIOTIS
HR Director, TFG