

# JIMMY CHOO

**2020**

J. CHOO LIMITED GENDER PAY GAP REPORT

# JIMMY CHOO

We celebrate a positive culture encouraging and supporting our employees to embrace and live our values. We recognise that people are the greatest asset of the company and what drives our brand and our business.

Following legislation introduced in 2017, the UK government requires all employers with 250 or more employees to annually disclose gender pay gap metrics. The purpose of which supports employers to identify gaps in their organisations and take action to close their gap.



Gender pay focuses on the difference in remuneration between female and male employees.

Gender pay differs from equal pay. Equal pay refers to whether women and men are being paid equally for the same or similar work. This is a legal requirement in the UK.

Jimmy Choo welcomes this legislation and is committed to a policy of treating all of its employees equally without any discrimination on the basis of gender, ethnicity, age or any other factors.

This report includes the required gender pay gap metrics for J. Choo Limited.

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## THE IMPACT OF THE COVID-19 PANDEMIC ON REPORTING

### THE CORONAVIRUS JOB RETENTION SCHEME (FURLOUGH)

Following the COVID 19 pandemic and the implementation of the Furlough Scheme, there has been a significant impact on the gender pay gap reported figures compared to those published in 2019.

The Regulations require the overall mean and median gender pay gap figures to be calculated using “full pay relevant employees” meaning those on reduced pay at the time of the calculations must be excluded. At various points we were able to top up furlough payments to 100% of pay where possible, and although this was the case for part of April it was not the case for the whole month meaning many employees are excluded from the calculations.

Where the bonus gap is calculated all relevant employees whether furloughed at a reduced rate or otherwise have been included in these calculations.

In addition to the figures required by law, we are also voluntarily reporting a further set of figures that show what the gender pay gaps would be were it not for the impact of furlough.

2020

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## GENDER PAY GAP

The difference in hourly pay between the mean and median hourly pay of women and of men.

Mean = sum of all pay divided by the number of employees.

Median = the middle of all pay ordered from lowest to highest.

PAY GAP	MEAN	MEDIAN
	24.8%	5.0%

## GENDER BONUS GAP

The difference in total bonuses paid in the 12 months ending on 5 April 2020 between the mean and median woman compared to the mean and median man.

Mean = sum of all bonus divided by the number of employees.

Median = the middle of all bonus ordered from lowest to highest.

BONUS GAP	MEAN	MEDIAN
	-141.4%	-27.6%

A positive number indicates that pay is higher for men as a group, while a negative number indicated that pay is higher for women as a group.

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## FURLOUGH ADJUSTED 2020

\*In these statistics, the impact of furlough has been reversed by increasing pay back up to 100% where required and adding all affected individuals back into the pay gap and quartile analyses.

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The difference in hourly pay between the mean and median hourly pay of women and of men.

Mean = sum of all pay divided by the number of employees.

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PAY GAP	MEAN	MEDIAN
	6.1%	4.6%

### GENDER BONUS GAP

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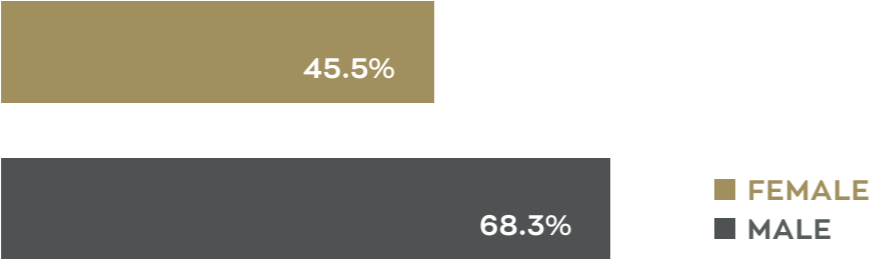
2020

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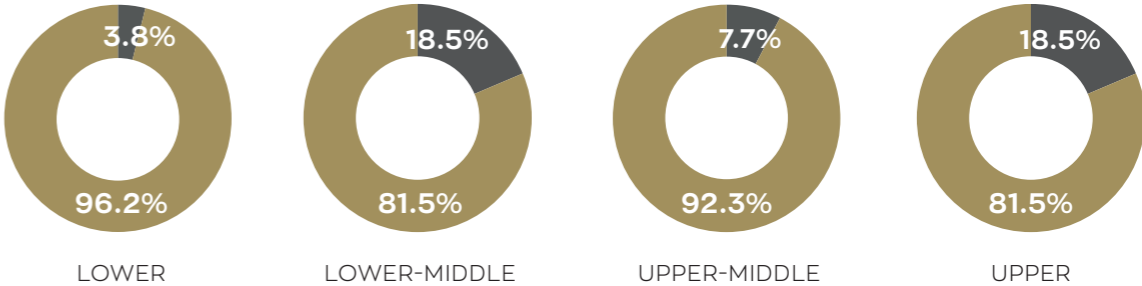
## PROPORTION OF COLLEAGUES RECEIVING A BONUS

Percentage of women and men out of the total number of women/ men who received a bonus in the 12 months preceding the snapshot date of 5 April 2020.



## PROPORTION OF COLLEAGUES IN EACH PAY QUARTILE

Percentage of women and men in each equally sized quartile of the salary structure. These are obtained by ordering all salaries from lowest to highest and then considering the first 25% for the lower quartile, then the next 25% for the lower-middle quartile, the next 25% for the upper-middle quartile and the final 25% for the upper quartile.



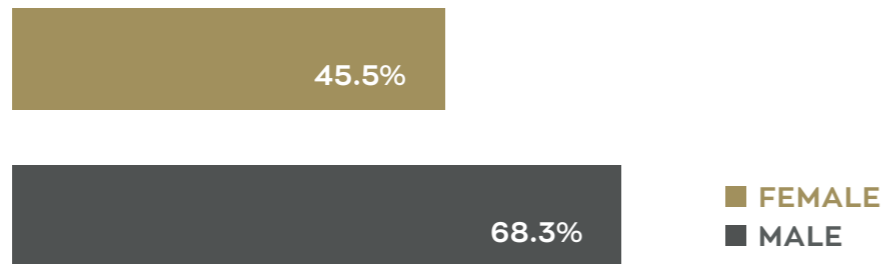
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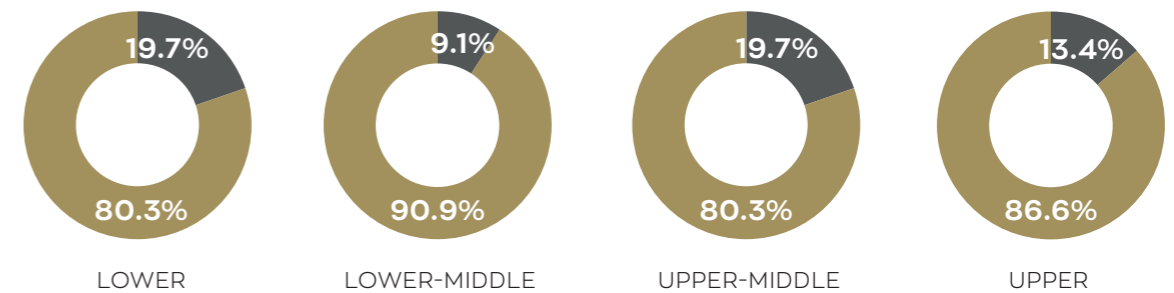
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## UNDERSTANDING THE J. CHOO LIMITED GENDER PAY GAP METRICS

Our mandatory figures are very different to previous years. The furlough-adjusted figures show that we continue to be an employer with a very low gender pay gap.

Our business continues to remain heavily female dominated.  
Of relevant employees 231 (84.9%) were female and 41 were male (15.1%).

There is a reduction of the proportion of both men and women receiving a bonus compared with 2019. The shift in both the median bonus gap and mean bonus gap is very strongly in favour of our female employees. This result is expected due to incentive payment made to the senior female leadership population in 2020.



2020

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## REWARD PHILOSOPHY

Jimmy Choo is committed to appointing, training, developing and promoting based on merit and capability. Our pay review process is conducted with a structured and transparent approach.

The majority of our employees are incentivised with an element of variable compensation linked to metrics relevant to their role and function. Within our retail teams, this is largely linked to sales commission, whereas on the corporate side of the business, the variable component of pay is linked to a mix of metrics relating to the company's overall performance and/or the individual's particular role and function. This blended approach promotes the ethos that everyone at Jimmy Choo is responsible not only for their own role or function but working together to promote the business as a whole within the strategic framework

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (gender pay gap Information) Regulations 2017.



**ROSALIN MARSHALL**  
SENIOR DIRECTOR OF GLOBAL HUMAN RESOURCES



**HANNAH COLMAN**  
CHIEF EXECUTIVE OFFICER

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