

L.K.Bennett



Gender Pay Gap Report 2017

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Introduction

LK Bennett is the British luxury, High Street brand, empowering and inspiring confident femininity. We are about enduring style, confidence and design. Our employees are the essence of our Company, through their provision of exemplary, customer focused service and we endeavour to reward their commitment, fairly and irrespective of their gender. We are always seeking new ways to improve how we attract, develop and retain all members of our workforce. We are committed to creating a culture which values and encourages diversity and one that provides an open forum for achieving this.

In April 2017, new legislation was introduced in the UK requiring employers with more than 250 staff to publish their gender pay gap, in order to provide greater transparency and action around pay disparities, a measure which LK Bennett is fully committed to.

The gender pay and bonus gaps are the difference between average earnings and bonuses for men and women. By no way of intention, LK Bennett employs more females than males, which naturally impacts on the results. Also, a high percentage of the female employees work Part Time in the retail stores which are the lower paid roles whereas, the majority of our male employees are based at Head Office, which is the main reason for our gender pay gap.

Our 2017 UK Gender Pay Gap Figures

Hourly and bonus pay gap

The figures below show our mean (the average of all male employees compared to the average of all female employees) and the median (the mid-point of all male colleagues compared to the mid-point of all female colleagues) hourly gender pay and bonus gap for 2017. We confirm the information contained in this report is accurate.

Gender Pay Gap

Median	Mean
41%	57.1%

The Median = the midpoint % of all male employees compared to the midpoint % of all female employees

The Mean = average % of all males compared to average % of all female employees

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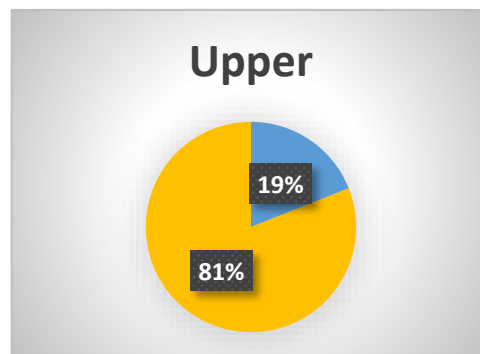
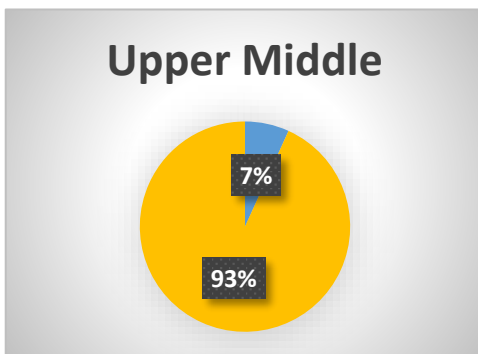
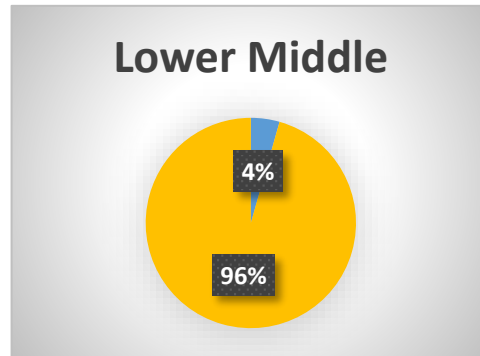
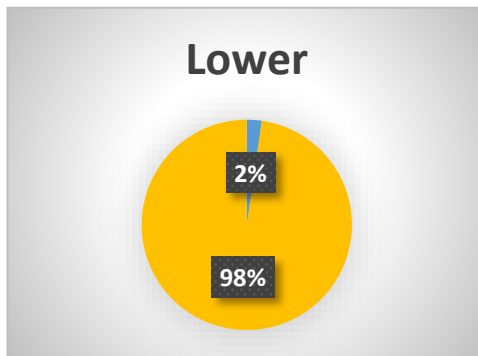
Proportion of employees receiving a bonus

Male	Female
4.7%	7.5%

Gender Bonus Gap

Median	Mean
-11.84%	-8.4%

Chart showing % of Employees in each Quartile



Male ■ Female ■

Proportion of employees in each quartile

Pay Quartile	Male	Female
Lower	2.3%	97.7%
Lower Middle	4.5%	95.5%
Upper Middle	6.8%	93.2%
Upper	19%	81%

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Initiatives for closing the gap

Whilst our gap is relatively low, we will be launching an employee involvement and engagement initiative as it is important to us to understand the views of all our employees and for them to be part of our journey. The fundamentals of our 'initiatives' will therefore be based on the results and conclusions of the survey. We will provide continual updates of these within future gender pay gap reports.

We continue to support women to progress their careers and to encourage progression through the structure of the organisation. We are also committed to improving our learning and development to ensure those involved in recruitment and selection are fully aware of how to conduct a fair, non-discriminatory and consistent process.

We will also be building on the recently revised Performance and Development review process to ensure we have a forum for open dialogue for both female and male employees regarding career and personal development opportunities.

Having recently rejoined LK Bennett, I look forward to learning more about the views and opinions of those within the organisation. I also relish the opportunity to be a part of an organisation where diversity and empowerment are everyday occurrences.



Erica Vilkauls
Chief Executive Officer

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