



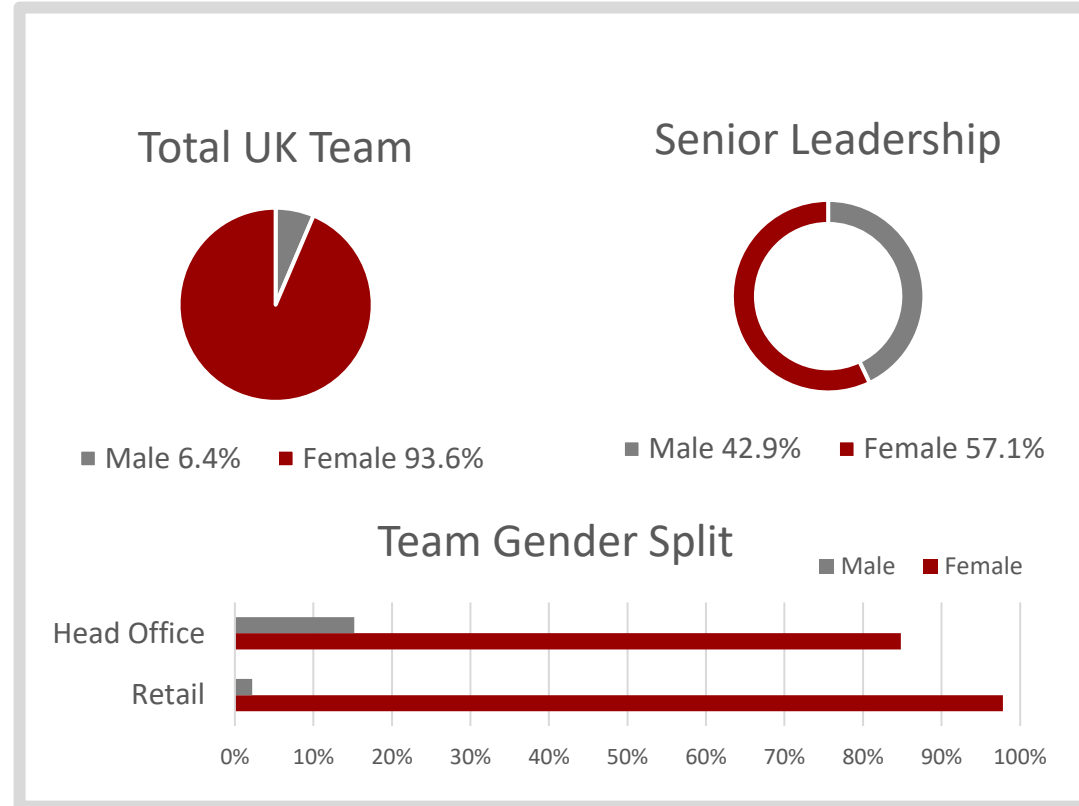
LK BENNETT

LONDON

GENDER PAY GAP REPORT

2020/21

2021 CURRENT KEY FACTS



Gender Pay Gap 2020/21

Gender Pay Gap legislation, under the Equality Act 2010, requires an employer with 250 employees or more to publish their gender pay gap.

This information is based on hourly rates at the snapshot date of 5th April 2020.

The "mean" calculation considers basic average pay/bonus across all of our employees, whereas the "median" calculation focusses on those employees in the middle of pay/bonus ranges.

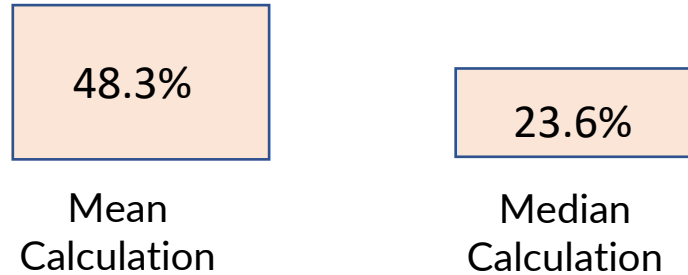
The gender pay gap shows the difference between average male and female pay across the company, regardless of role, which means the gender distribution across all levels of the company will have an impact on the gap.

This is different to a comparison of equal pay, which compares the rates of pay for people working in the same or equivalent roles. We are committed to equal pay for equal work and equal opportunity for all, ensuring all employees, irrespective of gender receive the financial and any non financial reward and recognition they deserve.



GENDER PAY GAP 2020/21

This is based on hourly rates at snapshot date of 5th April 2020



As a luxury women's retailer across Ready to Wear, Shoes and Accessories, we find a strong gender bias within our company. Women represent the majority of our employees and this majority is most clearly demonstrated at Retail Store Level.

When completing this review using the 2020 snapshot date of 5th April, 93.2 % of our total employees were female.

Then when considering the split between Retail store based teams and Head Office based teams we find that 95.8% of our Retail Store teams are female (many working part time hours as sales consultants receiving the same hourly rate).

This population make up the highest proportion of our workforce at 68.5%.

Whilst we do attract and employee male team members across our Retail portfolio, the majority of our male employees are based within Head Office support roles.

As Head Office roles proportionately attract higher salaries than those in Retail Stores, as a result of professional and specialist requirements and the majority of our male employees are based in Head Office, this dynamic goes toward creating the pay gap.



UK EMPLOYEES ACCORDING TO QUARTILE PAY BAND

This is based on hourly rates at snapshot date of 5th April 2020

QUARTILES	Male	Female
UPPER	9.4%	90.6%
UPPER MIDDLE	9.2%	90.8%
LOWER MIDDLE	3.1%	96.9%
LOWER	4.6%	95.4%

We are committed to providing equal pay for equivalent roles and also ensuring that women are represented across all levels within the Brand.

For Sales Advisors working in our stores we pay the same wage regardless of gender or age.

We encourage and support internal succession both within Stores and Head Office and support teams members ability to move between the two areas of the business.

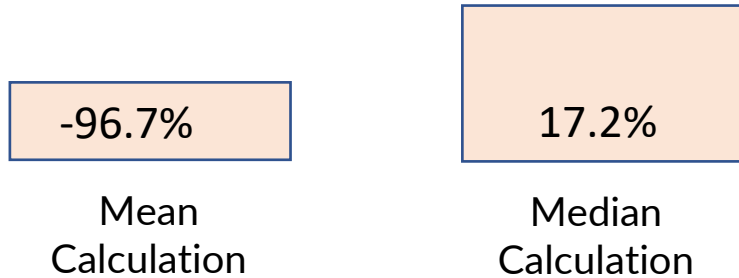
We use salary bandings to ensure consistency within Store Management and Head Office positions.

We are encouraged to see a good spread of female employees across all pay band quartiles as shown above.

Our Senior Leadership team has a strong representation of both male and females members (current split in September 2021 is 42.9% male and 57.1% female).

BONUS PAY GAP 2020/21

This is based on the 12 month reference period up to 5th April 2020



The gender bonus gap is a measure of the difference in bonus payments between men and women across the whole organisation, regardless of role, location or bonus scheme.

Our bonus pay gap again reflects the structure of the organisation, and our female bias particularly in Retail Stores.

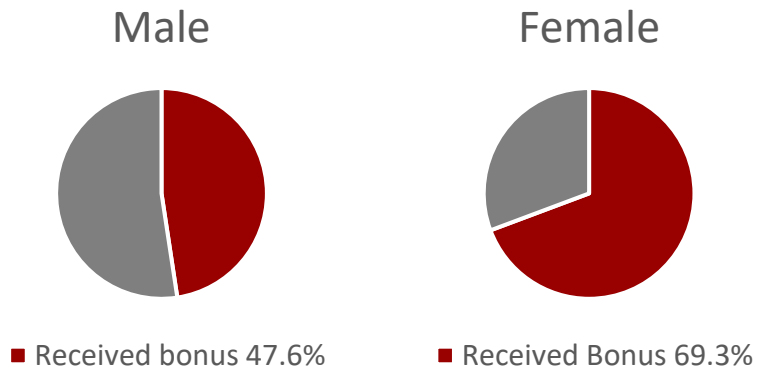
Retail Store teams have a regular opportunity to earn bonus payments which can be seen in both the bonus pay gap and the percentage of employees who received bonus who were female.

When comparing mean (average) bonus pay, women's mean bonus pay is 96.7% higher than men's.

Our policies are continually reviewed and we work together to ensure we offer a fair and consistent recruitment process to ensure we actively focus on recruiting the right person for the right job.

UK EMPLOYEES WHO RECEIVED A BONUS

This is based on the 12 month reference period up to 5th April 2020



This statement confirms that the published information is accurate at the time of publishing and is signed by Claudia Nappo, Chief Operating Officer.

Claudia Nappo