

# Gender Pay Gap Reporting 2017

## background

The UK government has introduced a legal requirement under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, from 2018 onwards for companies with over 250 employees to annually disclose their gender pay gap. This report is based on a snapshot of employees and earnings data as at April 2017.

The gender pay gap differs from equal pay; it is not exclusively about men and women doing the same job and being paid differently. The gender pay gap considers the difference in average earnings, taking into account all jobs, at all levels and all salaries. The gender pay gap is therefore a result of many factors.

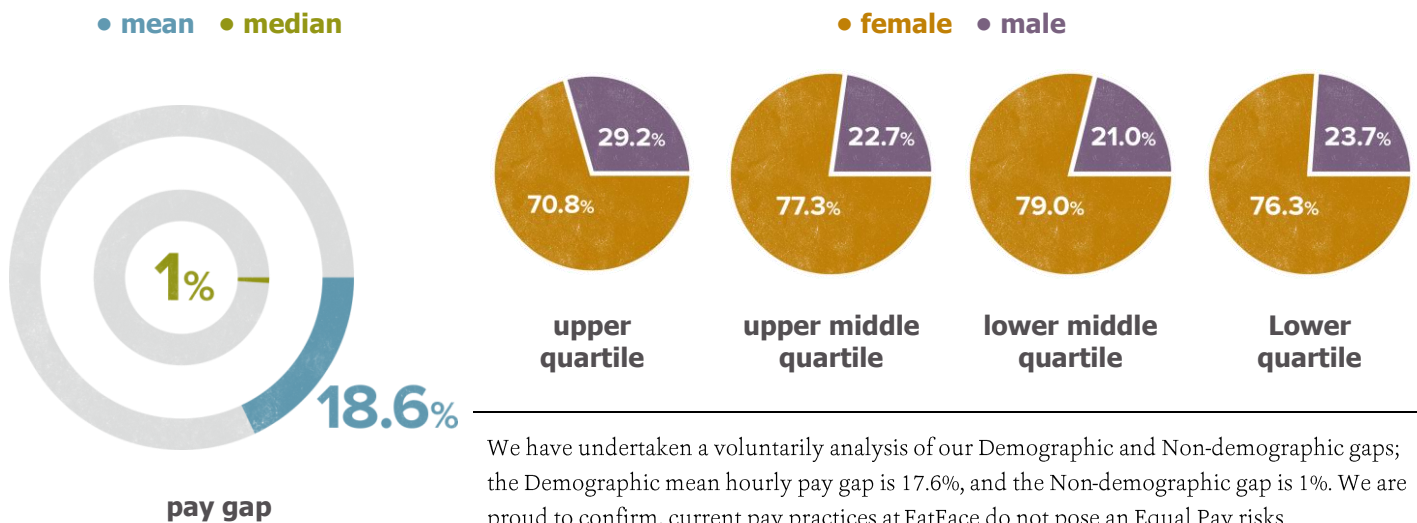
FatFace is actively focussing on what needs to be done to improve gender diversity across the whole company and make further strides to close the gender pay gap.

## what is our pay gap?

Our mean and median pay differences between men and women are 18.6% and 1% respectively.

In line with the regulations, we have also set out the gender distribution across four equally sized quartiles based on pay range.

Our pay gap is attributable to our setup across a retail working environment and Head Office roles; part time roles are more prevalent in retail, and these are filled by more female than male staff. Our Board is mostly male; this position is reflected in the mean pay gap.



We have undertaken a voluntarily analysis of our Demographic and Non-demographic gaps; the Demographic mean hourly pay gap is 17.6%, and the Non-demographic gap is 1%. We are proud to confirm, current pay practices at FatFace do not pose an Equal Pay risks.

# Gender Pay Gap Reporting 2017 (continued)

## what is our bonus gap?

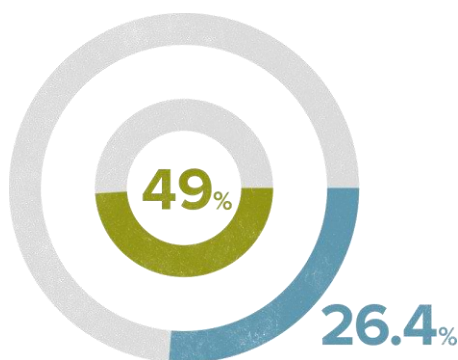
In addition to making disclosure of our pay gap, disclosure of the bonus gap is also required. Our mean and median bonus gap differences are 26.4% and 49% respectively.

When considering the results of our Demographic and Non-demographic analysis, we are pleased to share that the mean bonus gap reduces to 19.7% and 6.7% respectively.

Accompanying bonus gap disclosures is the proportion of men and women who get paid a bonus.

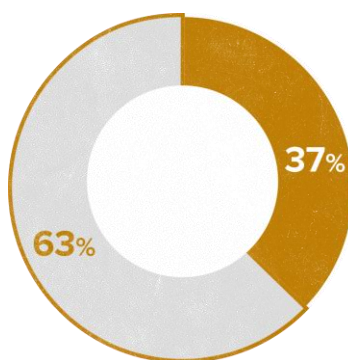
Out of the total employee population, 42% of men receive a bonus, while 37% of women receive a bonus.

• mean • median



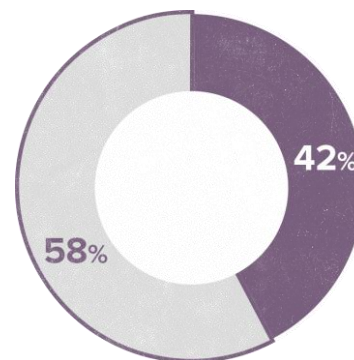
bonus gap

• female



proportion of female staff receiving a bonus

• male



proportion of male staff receiving a bonus

## our commitments to addressing the gap

We are committed to taking a series of measures now and in the long-term which all build on our successes to date to promote a diverse and inclusive workforce.

- We will continue to monitor movements in our pay gap periodically to consider the impact of any changes that are introduced to help address the gap. We have already undertaken a snapshot review of our numbers, at January 2018, in order to assess the movement in these metrics through the year towards the next reporting period. We are pleased to see a positive movement by way of a reduction in our mean pay gap.
- We will make a conscious effort to enhance our current recruitment practices for retail staff, including the working hours offered for new roles to engage with more prospective male employees in what is a traditionally female dominated part of our workforce.
- We will introduce acceleration programmes for our retail staff, along with further training and development.
- We will actively develop our succession plans with diversity at the forefront of our thinking.

CEO  
Anthony Thompson

Head of HR  
Adrienne Heeley