

JIMMY CHOO

2021

J. CHOO LIMITED GENDER PAY GAP REPORT

JIMMY CHOO

At Jimmy Choo our diverse teams have allowed us to create a unique culture that has become one of our greatest strengths. We encourage our employees to celebrate their differences as much as their similarities and ensure every decision they make keeps our values at heart.

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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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
	37.0%	44.8%

GENDER BONUS GAP

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

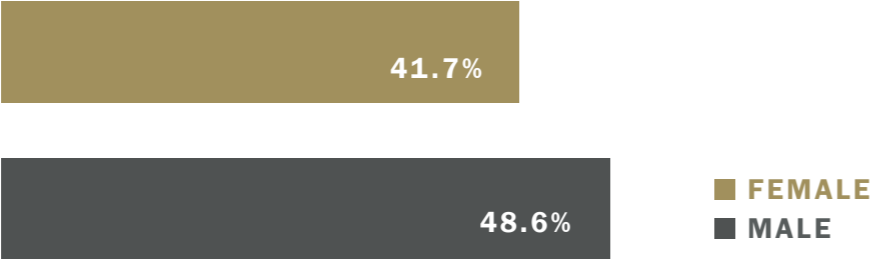
Mean = sum of all bonus divided by the number of employees.
Median = the middle of all bonus ordered from lowest to highest.

BONUS GAP	MEAN	MEDIAN
	-148.2%	26.6%

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.

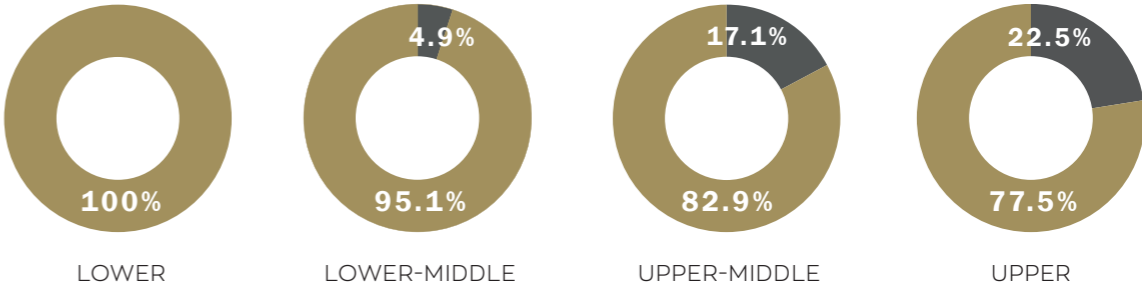
PROPORTION OF EMPLOYEES RECEIVING A BONUS

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 2021.



PROPORTION OF EMPLOYEES 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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UNDERSTANDING THE J. CHOO LIMITED GENDER PAY GAP METRICS

Based on our reportable figures the mean pay gap has increased in comparison to 2020 as has the median pay gap. As we still had a significant amount of employees on furlough at the reporting date this means our gap is calculated on 162 employees out of 248.

Our business continues to remain heavily female dominated.
Of the 162 relevant employees, 144 were female (88.9%) and 18 were male (11.1%)

There is a reduction of the proportion of both men and women receiving a bonus compared with 2020. The mean bonus gap is very strongly in favour of our female employees whilst the median has swung in favour to the male employee population. This result is expected due to incentive payments made to the senior female leadership team.

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REWARD PHILOSOPHY

Jimmy Choo is committed to hiring, developing, retaining diverse talent and providing an inclusive working environment for all our people across the globe.

Our pay review process is conducted with a structured and transparent approach.

We remunerate and reward our people based on their performance, skills and role requirements, we have a structured and transparent pay review process and we offer regular training to our leaders and managers to ensure that our recruitment, talent and pay decisions are fair and consistent.

We work to hard to ensure all promotions are based on an individual's capability and personal merits and again sees individuals able to take the lead on gaining the experience and develop what they need to take the next step in their career. Our blended and variable approach to reward promotes the ethos that everyone at Jimmy Choo is responsible not only for their own role or function but working together as a whole to drive the business forward. Individuals have an opportunity to take charge of their own performance and to be recognised in their own right as well as within the function that they operate within.

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
VICE PRESIDENT OF GLOBAL HUMAN RESOURCES



HANNAH COLMAN
CHIEF EXECUTIVE OFFICER

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