



Cath Kidston®

The Gender Pay Gap

INTRODUCTION FROM KENNY WILSON, CEO OF CATH KIDSTON:



Ensuring equality of opportunity is really important to us at Cath Kidston and to me personally. Central to the brand, and everything it stands for, is that people enjoy working for Cath Kidston.


Cath Kidston's motto is to brighten up your day, and we really do try to live and breathe this every single day, whether this is for the teams in our stores serving our customers or the team at our Head Office in West London. We not only want to attract people to work at Cath Kidston, but we want people to want to stay working with us.


People often forget it but we are still a relatively small company with 1,800 employees worldwide.

The majority of our customers are female and the team who work at Cath Kidston are 94% female.


We do have a pay gap due in part to the fact that the majority of our female workforce hold roles in our stores which are lower paid than head office roles and many of these colleagues work part time or flexible hours. This causes the gap to increase. 1,182 women work in our stores versus 42 men. Of these 42 men, four are in store management roles.


Our head office team is

 87%

 13%

The Operating Board, which leads Cath Kidston, is

 54%

 46%

The Commercial Director, Product Director, Creative Director, Marketing Director, Design Director and E-Commerce Director are all women and sit on the Operating Board. We make sure that colleagues in our stores have every opportunity to apply for head office roles and are actively encouraged to do so.

We have two female Non-Executive Directors on our Main Board.

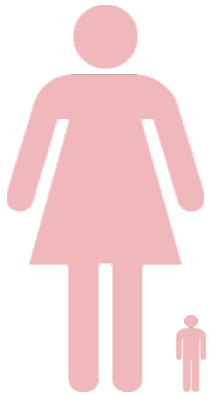


We know that for lots of people working full time, five days a week just does not fit their lifestyle, their other commitments or what they want. We are proud that we offer flexibility across our teams, offering careers with a variety of roles and hours. Many of our store colleagues choose to work part time because it better suits them. We do this because it is what people increasingly want but it means the gender gap is increased.

Over the past 12 months we have increased even further our commitment to promote flexibility and opportunity for our team at Cath Kidston. We:

- Introduced paid time off for emergency dependent care
- Introduced Summer Working Hours for office-based colleagues
- Offer unpaid Parental Leave of up to 18 weeks
- Introduced the opportunity to take a career break after 2 years of service
- Are committed to paying above the National Living Wage and our minimum rate of pay is £7.95 per hour

OUR PAY IN FIGURES



The team at Cath Kidston is

94%
female

Upper Quartile	Female	87%
	Male	13%
Upper Middle Quartile	Female	94%
	Male	6%
Lower Middle Quartile	Female	96%
	Male	4%
Lower Quartile	Female	99%
	Male	1%

Our Pay gap concerning the hourly rate paid to employees is:

Women
39%
lower than
men

(Mean)

Women
24%
lower than
men

(Median)

Women's bonus pay is:

66%
lower

(Mean)

35%
higher

(Median)

We offer bonus payments to our store and head office colleagues linked to various targets

