



GENDER PAY REPORT 2023

Introduction

Legislation came into force in April 2017 which requires UK employers with more than 250 employees to publish gender pay and bonus gaps. As a business we are fully supportive of this and encourage it to ensure gender equality throughout the UK.

We believe strongly in equality and being an equal pay for equal work employer.

We are incredibly proud of our employees within the H&T family and recognise that they are our most important asset. H&T constantly work to attract, engage and retain our people. We strongly support all our colleagues to succeed in the business and provide equal opportunities to all.

75% of our employees are female, and we are confident that we pay according to role not gender.

Gender Pay Calculations

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear how data is presented. Calculations are based on a snapshot date as at 5 April 2023 and are the percentages that men are paid more than women.

PAY / HOURLY RATE

Mean Gender Pay Gap

The mean average adds all of the values within a range and divides by the total number of values.

21.05%

Median Gender Pay Gap

The median average is the middle of a range of numbers that are ordered from smallest to largest.

7.82%

BONUS PAY

Mean Gender Bonus Pay Gap

As with calculating the mean pay gap using bonus payments received in the 12 months up to the snapshot date as opposed to ordinary pay.

48.28%

Median Gender Bonus Pay Gap

As with calculating the median pay gap using bonus payments received in the 12 months up to the snapshot date as opposed to ordinary pay.

25.55%

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

Male

87.21%

Female

91.81%

Pay Quartiles

The information below shows the percentage of male and female employees in each pay quartile after arranging all our employees pay in order, lowest to highest and then splitting the arrangement into four equal quarters.

QUARTILES	Male %	Female %
Lower	20.97	79.03
Lower Middle	17.66	82.34
Upper Middle	28.50	71.50
Upper	47.39	52.61

Moving Forward

We are committed to understanding the gaps and ensuring that pay is not biased by gender. In the 2023 report, we have seen significant reduction in the Pay and Bonus pay gaps which is mainly linked to the increase in men at the lower quartile of the organisation as well as several female appointments in the Upper Quartile in 2022 and early part of 2023. Our decisions on pay are based on external market data and internal pay position so we are confident that there is no bias in our pay decisions. In our stores, Liverpool Support Centre and Jewellery Centre, there are fixed pay structures for most roles which are applied irrespective of gender.

The bonus pay gap has decreased as the female CFO's bonus payment for 2022 performance was for a complete year of service compared to the previous year when a pro-rata payment was made due to start date within the financial year. As well as the benefit of several senior female appointments having been made in 2022 and payment of bonus to these employees.

There remains a key focus on obtaining a diverse candidate pool during recruitment to ensure that greater balance is achieved and for our existing workforce, we actively benchmark pay levels against market and adjust against the role if required.

Declaration

I can confirm that all data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Chris Gillespie

CEO

November 2023