



# GENDER PAY REPORT 2022

## 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 2022 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.

26.13%

#### Median Gender Pay Gap

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

15.68%

### 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.

60.45%

#### 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.

40.48%

### PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

#### Male

92.83%

#### Female

90.93%

## 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	11.9	88.1
Lower Middle	15.01	84.99
Upper Middle	28.04	71.96
Upper	46.33	53.67

## Moving Forward

We are committed to understanding the gaps and ensuring that pay is not biased by gender. Pay decisions 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 the majority of roles which are applied irrespective of gender.

Gender pay gaps have remained static in the 2022 report.

The bonus pay gap has increased as Directors received bonus in March 2022 for 2021 performance compared to the previous year which had been affected by the impact of COVID. The main challenge remains the percentage of men and their salaries in the upper quartile of the organisation compared to women. Whilst our female CFO joined in November 2022, the bonus payment was limited due to length of service in the bonus year.

During 2022, several senior female appointments have been made and this will impact in future years. 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

April 2023