



CRAGHOPPERS

GENDER PAY GAP REPORTING

With effect from 2017, it has become a legal requirement for companies with 250 or more employees to publish information about their gender pay gap as at 05 April each year.

THE LEGISLATION REQUIRES US TO CALCULATE AND PUBLISH THE FOLLOWING MEASURE:

- Percentage gap in mean and median pay between men and women based on their average hourly pay rate in the pay period covering 05 April.
- The proportion of men and women in each pay quartile.
- The percentage gap in mean and median bonus paid to men and women in the twelve months preceding 05 April.
- The proportion of men and women who were paid a bonus.

OUR CRAGHOPPERS PAY AND BONUS GAP IS DISTORTED DUE TO A COUPLE OF KEY FACTORS:

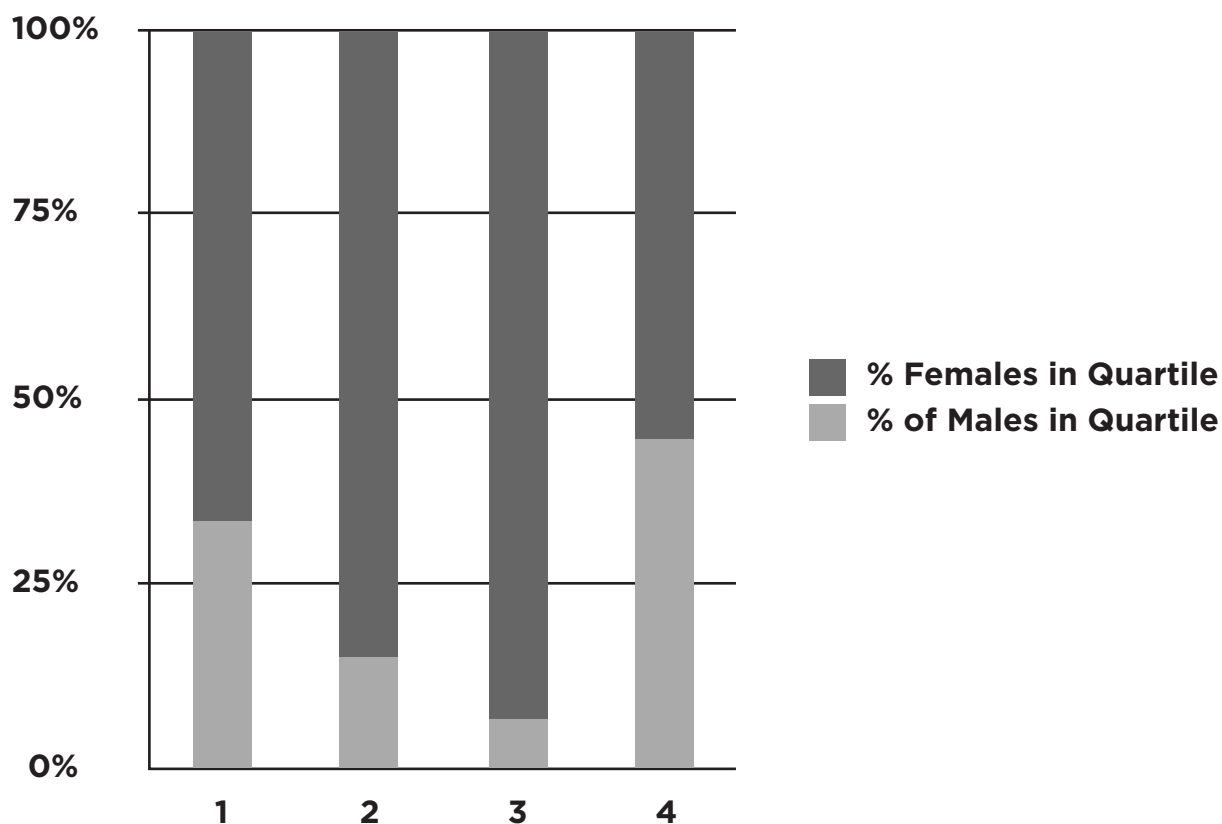
Within the Craghoppers payroll are two very different sectors, Head Office Functions and Retail Concessions. Of the 292 headcount, 201 were in retail concessions and 159 of these were female. These roles are paid in line with our retail competitors and above national minimum wage level but they are generally at a lower level than Head Office roles such as Marketing and Design professionals.

The structure of the Group also means that, although there are female senior managers and Directors working within Craghoppers, many of them sit on a different company payroll within the wider Group and their pay and bonus are not therefore taken into account for Craghoppers Gender pay reporting purposes.

The bonus gap is particularly distorted because we are comparing roles with very different terms and conditions, each of which is appropriate to the role. Our small Head Office team includes a number of sales roles which have sales targets. These roles have a reward structure in which a significant part of their overall pay is bonus rather than basic pay. These roles have historically attracted a higher proportion of male candidates.

THE FIGURES FOR CRAGHOPPERS LTD AS AT 05 APRIL 2018 WERE:

Proportion of men and women in each pay quartile:



Number of men 72 (24.7%) and number of women 220 (75.3%)

Mean gender pay gap 26.2% which is almost identical to the gap in 2017 which was 26.1%

Median gender pay gap is nil. This has improved slightly since last year when the gap was 2.6%

The mean bonus gap was 86.7%, again very much in line with last year which was 85.1%

The median bonus gap was 6.1%. This is the measure which has seen the biggest improvement as last year the gap was 79.2%

The percentage of people paid a bonus - 77% of men and 76.7% of women. The people who were not paid a bonus were people who had joined after the 31 January year end cut-off, or were people working in retail concessions who had not earned a monthly bonus under the separate retail concessions scheme.