

Pentland Brands Gender Pay Gap Report 2020/21

We want Pentland Brands to be a place where everyone is welcomed, supported and encouraged to grow and contribute. That's why fairness, equality and transparency is important to us.

Overview

We are pleased that we retained 47% female representation in the upper pay quartile and over 90% of all employees received a bonus. Our data shows us that, when comparing median hourly wages, women earn £1.04 for every £1 that men earn and, when comparing median bonus pay, women earn £1.24 for every £1 that men earn.

When we compare mean hourly wages, women's pay is 8.4% lower than men's (vs 13.2% lower in 2019) and women's mean bonus pay is 59.8% lower than men's (vs 56% lower in 2019). These figures reflect the disproportionate number of men within the most senior levels of our organisation (director level and above) and we're mindful that this is an area in which we still need to improve.

I'm pleased to report that in September 2020, we announced the appointment of three women to the Pentland Brands Executive team, establishing 50% female representation at the highest level of our organisation. Two of these appointments were from our internal talent pool and our ambition is to increase the female representation at the director level reporting into that Executive team. We plan to do this through a combination of continued succession planning, talent pipeline development and external recruitment.

2020 was a challenging year for all. The COVID-19 pandemic highlighted that one of the major impacts on gender equality in the workplace is flexibility, with data showing that childcare responsibilities are more likely to fall to women. To tackle this, we supported all of our employees in adapting and flexing their working patterns, to fit around their personal commitments, and we continued to pay all UK employees 100% of their base salaries, irrespective of furlough leave, throughout the year. We're now introducing 'smart' working policies so that, wherever possible, we can give people increased flexibility around where, when and how they work, which will ultimately open up more career opportunities, particularly for women.

In the twelve months leading up to the 2020/21 reporting date, we maintained our standards and processes to make sure that pay is determined, for every role in the organisation, on a fair and comparable basis. This includes consistent role evaluation processes and internal and external salary and benefits benchmarking for roles. Furthermore, the policies and processes we introduced in 2019 continue to help us make our reward decisions consistently and fairly, minimising the risk of conscious or unconscious bias.

We took positive steps in the twelve months leading up to the 2020/21 reporting date and we remain committed to achieving our targets and reducing the mean gender pay gap further in 2021/22.

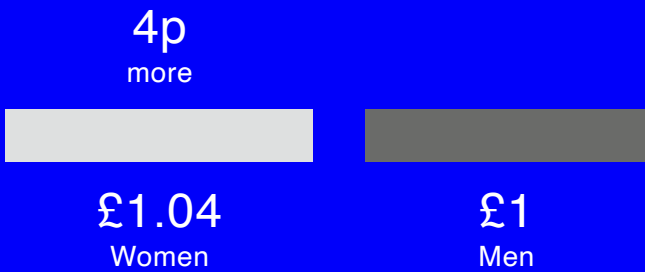
Chirag Patel
CEO, Pentland Brands Limited

Findings

Our gender pay gap data shows an overall snapshot taken on 5th April 2020 and includes all UK employees from Pentland Brands Limited and its brand companies (Speedo, Berghaus, Canterbury of New Zealand, Mitre, Kickers, ellesse, Boxfresh and Red or Dead).

Hourly Pay

Data shows women earn £1.04 for every £1 that men earn when comparing median hourly wages. Women’s median hourly wage is 4.1% higher than men’s (2.7% higher in 2019).

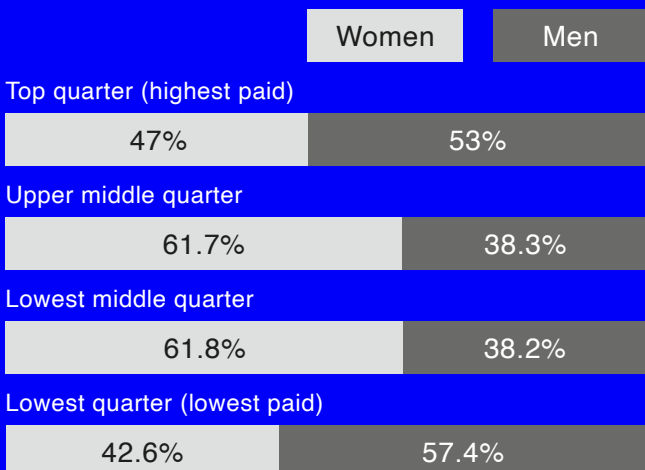


When comparing mean hourly wages, women’s hourly wage is 8.4% lower than men’s (13.2% lower in 2019).

Pay Quartiles

Women occupy 47% of the highest paid jobs and 43% of the lowest paid jobs.

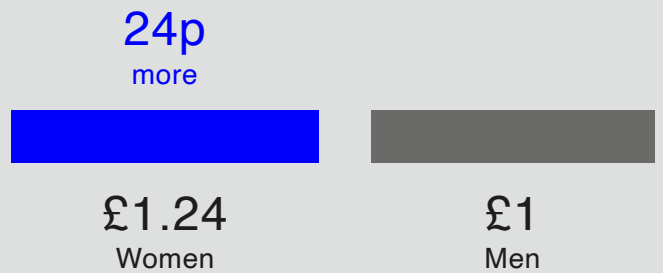
47% of the top quarter are women and 53% are men; 62% of both the upper middle and lower middle quarters are women and 38% are men; and 43% of the lower quarter are women and 57% are men.



Bonus Pay

During the 12 months up to April 2020, 92.4% of women and 91.1% of men received bonus pay. This is an overall increase on 2019, when 84.7% of women and 88.4% of men received a bonus.

Data shows that women earn £1.24 for every £1 that men earn, when comparing median bonus pay. Women’s median bonus pay is 23.7% higher than men’s, vs 5.3% lower in 2019.



When comparing mean bonus pay, women’s mean bonus pay is 59.8% lower than men’s (56% lower in 2019).

A very high percentage (over 90%) of people receive an annual bonus. The only people not in receipt of a bonus are those who have not been employed long enough or those who have resigned from their position with the business.

You can find more information about our D&I ambitions, targets and actions at www.pentlandbrands.com



*Data found in this report is correct as of April 2020. When we look at the mean, we see larger variations due to imbalanced gender representation at various levels, rather than due to pay inequality in like for like roles. It does signify a need to take action at ensuring greater gender balance, particularly in areas such as our senior leadership population.

"Our Gender Pay Gap figures have been calculated in line with the regulations set out in the Gender Pay Gap Reporting legislation. I confirm that these figures are accurate." [Chirag Patel, CEO](#)