

# Gender Pay Gap Report

2020

*Boux*  
— AVENUE —



# Message from the Company Secretary

Boux Avenue is part of the Theo Paphitis Retail Group which also includes Robert Dyas, Ryman and London Graphic Centre, with 4,000 colleagues and over 330 retail stores across the UK.

We are proud to say that Boux Avenue is a brand for females, both in terms of the customer and our colleagues, of which 96% are females.

Every single product sold at Boux Avenue is designed by a female, sourced by a female and sold by a female to mainly female customers in our stores. So, by virtue of its intimate nature and product-base, Boux Avenue is dominated by females and prioritises opportunities for females to work at all levels of the business.

Our colleagues are the most important part of our business, as the face of our business, and I am delighted to be able to champion equality, diversity and inclusion at board level. There has never been a more crucial time for these issues to be front and centre for our businesses.

Since last year's report, there is minimal change to our overall statistics, & they continue to be reflective of the intimate business that is Boux Avenue.

We continue to offer opportunities across all levels of our business and continue to partner with Retail Week's Be Inspired, and are delighted that 29 colleagues have attended workshops throughout the year, across the businesses. This is a fantastic programme with a focus on developing future female leaders.

We continue to use data to test our progress in this area ensuring that this reflects our belief that diversity and equality have been, and will continue to be, a key element of our success.

**Kirsten Lawton**

Company Secretary



## Boux Avenue

MEAN 2020

**50.3%** MEAN 2019  
**59.0%**

MEDIAN 2020

**31.4%** MEDIAN 2019  
**20.1%**

## Office of National Statistics provisional for retail

MEAN 2020

**16.2%** MEAN 2019  
**17.3%**

MEDIAN 2020

**7.1%** MEDIAN 2019  
**9.5%**

## Office of National Statistics provisional for the UK

MEAN 2020

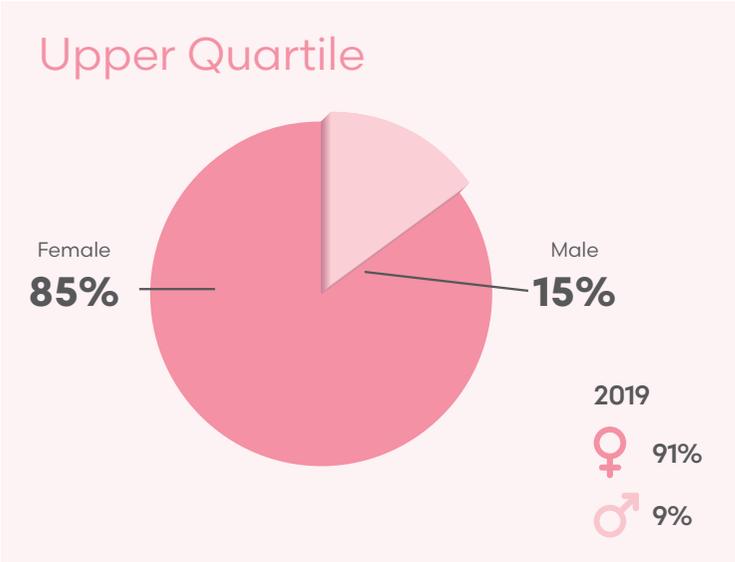
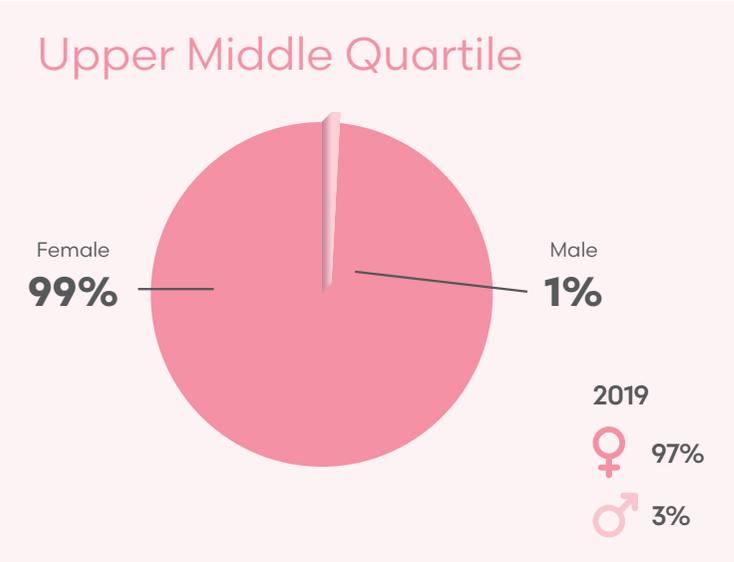
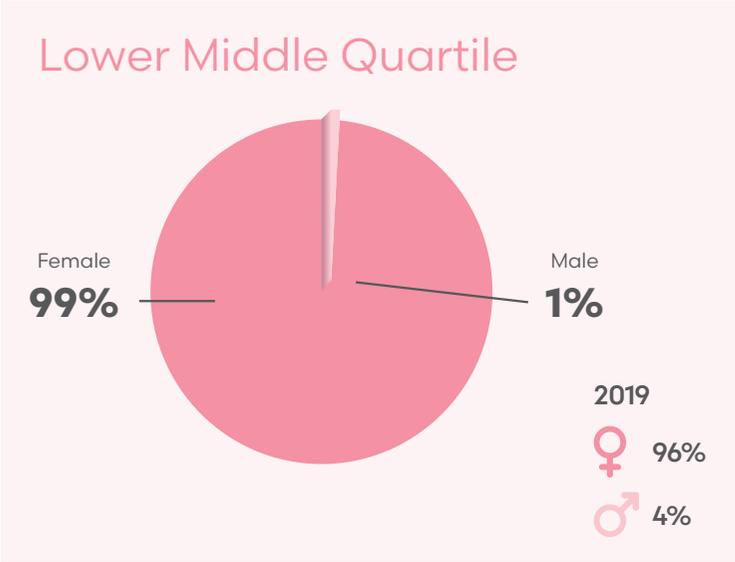
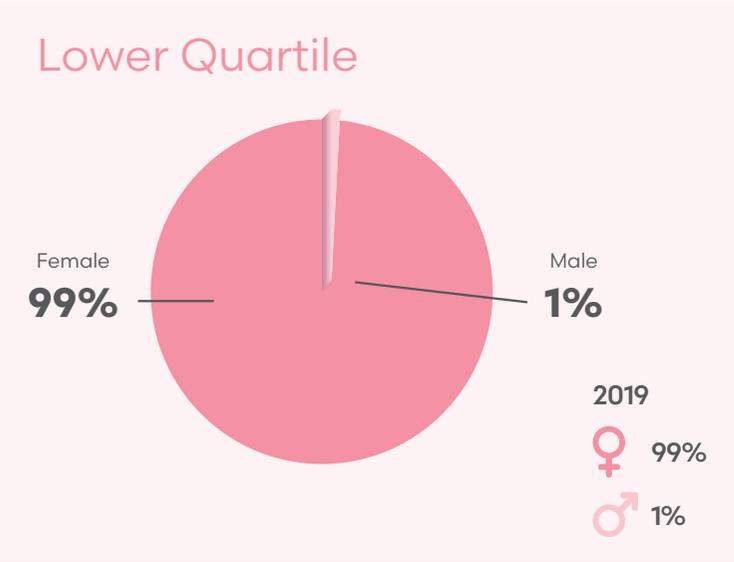
**15.5%** MEAN 2019  
**16.2%**

MEDIAN 2020

**14.6%** MEDIAN 2019  
**17.3%**

# Our Pay Quartiles

Proportion of male and female employees according to quartile pay bands:



## Understanding the statistics

- ⌘ We are an intimate lingerie business that is intentionally run predominantly by females. The Gender Pay Gap statistical formulas are therefore difficult & misleading to read when compared to the marketplace.
- ⌘ Boux Avenue's make-up is 96% female, a business, in the main, run by females for females.



Our good news stories on how we continue to **retain, recognise**, and **nurture** talent through our learning opportunities & engagement survey:

**Who Received Bonus Pay**

Men	2019	Women	2019
2020		2020	
<b>0%</b>	<b>54%</b>	<b>71%</b>	<b>86%</b>



“  
**OSS**  
 (formerly Oxford Summer School)  
 attended by 8 colleagues  
 ”

“  
**Apprenticeships**  
 undertaken by 23 colleagues  
 ”

“  
**Be Inspired Workshops**  
 attended by 29 colleagues  
 ”

“  
**TPRG**  
 Management Development Programme  
 attended by 40 colleagues  
 ”

“  
**Engagement Survey Boux**  
 completed by 87% of colleagues  
 of which 95% said they knew what was expected of them at work  
 ”



I can confirm that our data has been calculated according to the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

*Laura Keane*

**Laura Keane**  
 Group HR Director