



Gender Pay Gap Report 2022

Boux
— AVENUE —

A message from Theo

Boux Avenue is part of my retail group that also encompasses Robert Dyas, Ryman and London Graphic Centre.

We are a family of multi-brands employing over 3500 colleagues across 300 retail stores, focused on delivering fantastic customer service and first class product knowledge.

Our colleagues are at the heart of everything we do and their commitment to our values and vision is instrumental to our success.

We continue in our vision to create a feeling of belonging, where we can all be ourselves without fear or judgement, no matter our background, identity or circumstances. We continue to offer equal opportunities to develop and progress at whatever stage in your career.

Our aim is to successfully continue to operate and navigate our way through all the challenges in our post Covid world with a focus on community and wellbeing.

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



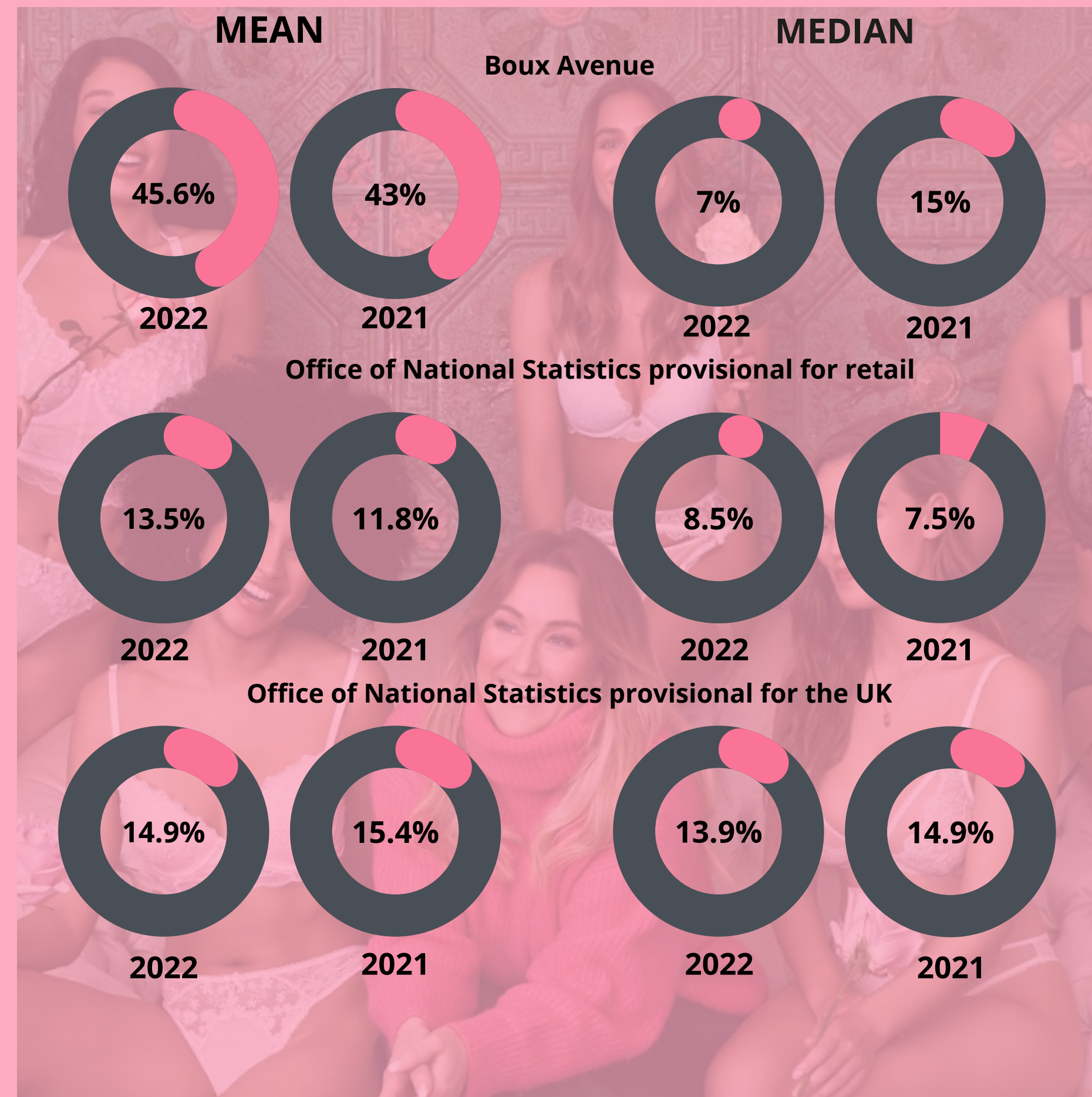
Theo Paphitis
Chairman

Gender Pay Gap: What do we report on and our statistics

The legislation requires a UK employer with 250 employees or more to publish their Gender Pay Gap each year.

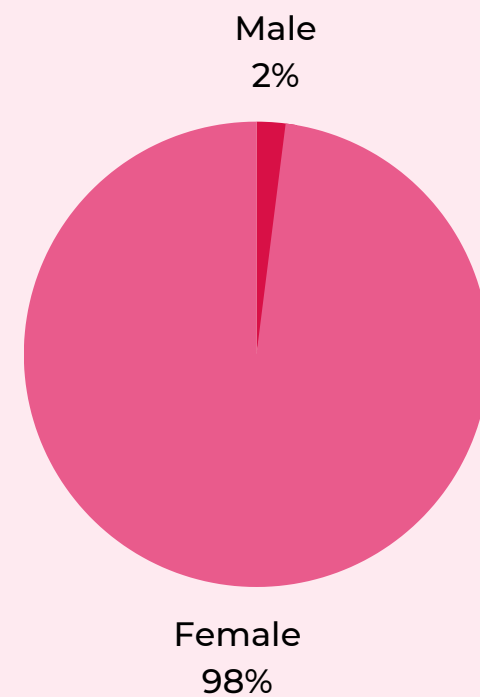
When reporting on the Gender Pay Gap, we look at the following data:

- Our MEAN** data, which is the difference between the average hourly earnings of men and women.
- Our MEDIAN** data, which is the difference between the midpoints in the ranges of hourly earnings of men and women.
- Our PAY QUARTILES**, breaking down the levels of our employees into four areas (lower quartile, lower middle quartile, upper middle quartile and upper quartile). We are an intimate lingerie business that is intentionally run predominantly by females. The Gender Pay Gap statistical formulas are therefore difficult and misleading to read when compared to the marketplace. Fuller details can be found on the next page of the report.
- Our BONUS PAY GAP**, reporting on the percentage of men and women who received a bonus and our MEAN and MEDIAN data specifically looking at who received a bonus. Fuller details are later in the report.

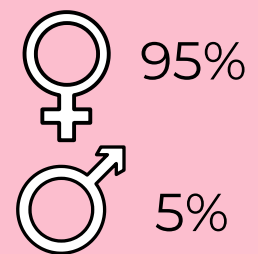


Our Pay Quartiles 2022

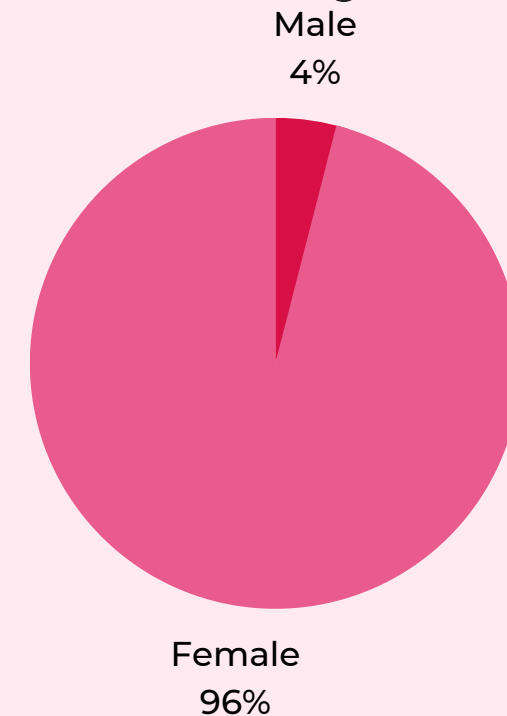
Lower Quartile



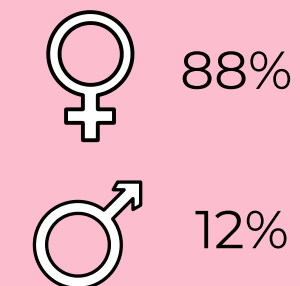
2021



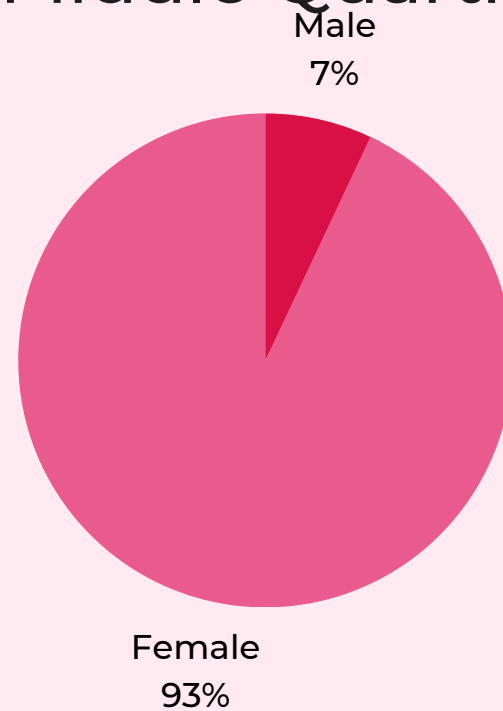
Lower Middle Quartile



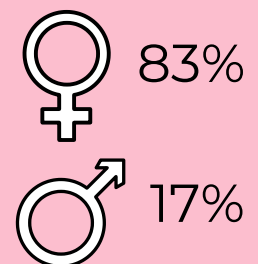
2021



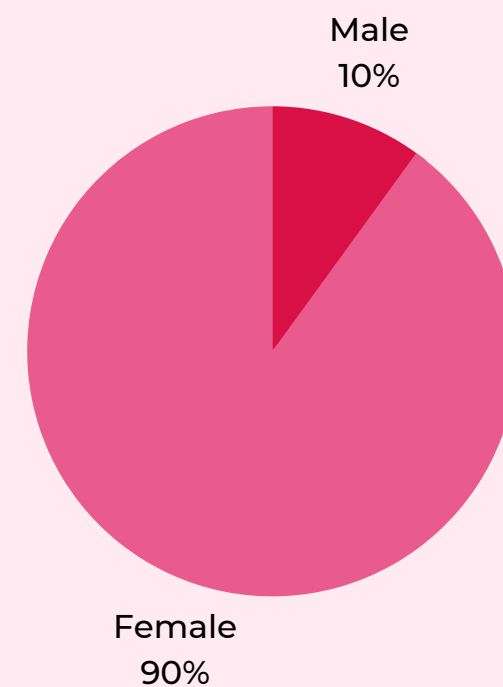
Upper Middle Quartile



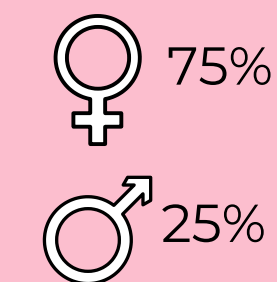
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Upper Quartile



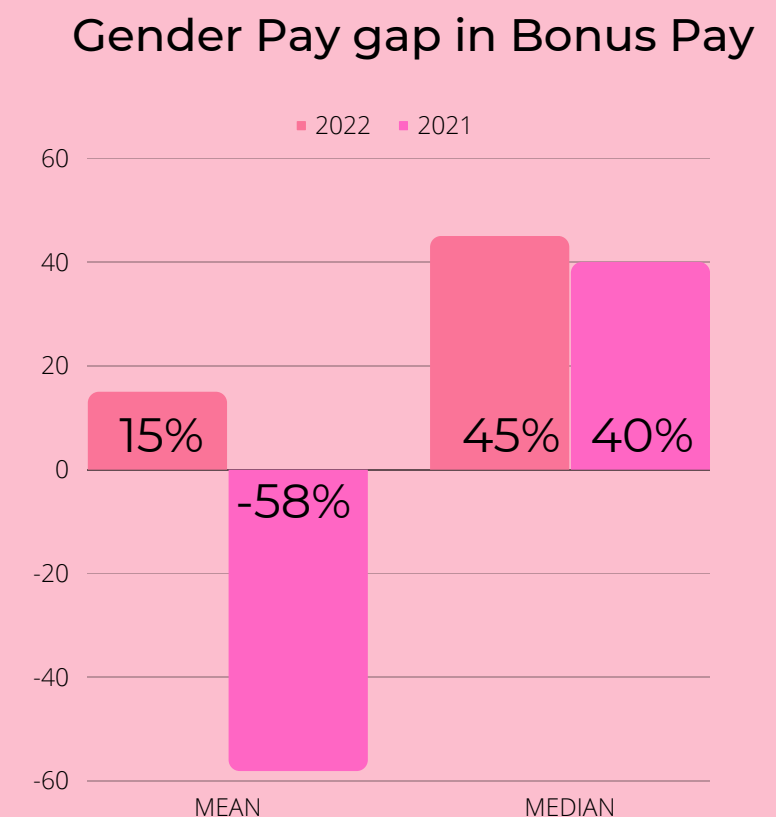
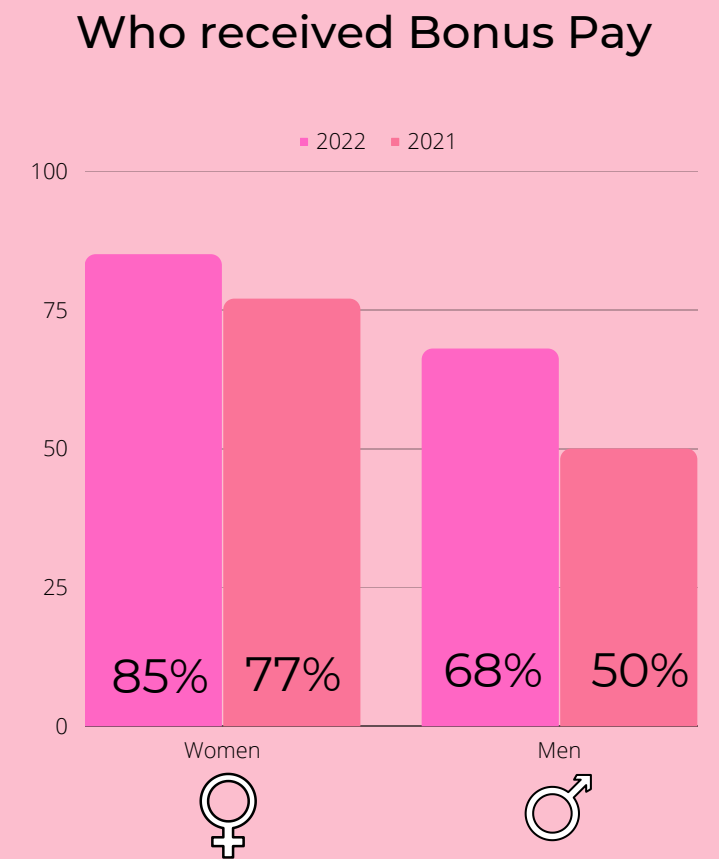
2021



Understanding our statistics and actions

- B* Boux continues to be an intimate business with all of our products being created by women for women and whilst our MEAN percentage remains similar to 2021 there has been a significant reduction in the MEDIAN. This has been driven by the number of full paid relevant women qualifying in 2022 which was significantly reduced in 2021 due to the number of female colleagues on Furlough.
- B* The methodology stated in the gender pay gap regulations requires us to report on the difference in the actual amount of bonus received by our colleagues. The evident shift in the Mean is driven by a higher population of men in the warehouse receiving a bonus.
- B* The increase in men receiving a bonus is a result of increased male talent within our head office and distribution centre.
- B* We continue to focus on our recruitment processes to create diverse shortlists to ensure we recruit the right talent for the right role.
- B* We are working with our managers to upskill and educate to minimise unconscious bias in all people-related processes.
- B* Alongside upskilling and creating succession, we rolled out our e-learning platform for all colleagues, giving access to a wide selection of training and development tools, helping them learn wherever they are.
- B* We have invested in a new fully integrated HR Information System that will help us monitor and report on workplace diversity.

Our Gender Bonus Gap



"Our people are at the heart of what we do"



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

Laura Keane
Group HR Director

“It's a privilege to work for a people focused business that's passionate about retail. I've always been motivated by making a difference, and as the first appointment as Group Head of CSR, I ensure our brands have a clear plan that delivers a positive impact to our communities and our planet.”

Siddharth Raghavan
Group Head of Corporate and Social Responsibility



“I have worked for Boux Avenue for 7 years, and within that time I have been offered so many great opportunities to develop my skill set, including completing the management development program and completing the Oxford Summer School programme. Unfortunately during the pandemic I relocated so had a short break from work, however, when the stores re-opened post covid, Boux were able to find me a role in another Store, allowing me to develop my skills in the management team as a deputy manager. 2 years on I have now opened a brand new store as a store manager leading a team of 11. I will always be grateful to work for a company that leads with people at the forefront and allows these great development opportunities.”

Abbie Law
Store Manager

