



Boux
— AVENUE —

GENDER PAY
GAP REPORT
2021

A message from Theo

“ Boux Avenue is part of my retail group that also encompasses Ryman Stationery, Robert Dyas and London Graphic Centre, and we are proud that it is a brand that is 95% female.

We are a family of multi-channel brands employing over 4,000 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 key to our success.

We are lucky to be in an industry that has always been inclusive but to be truly inclusive we must continue to value and celebrate what makes us different and create a feeling of belonging without judgement for all our colleagues. We continue to offer equal opportunities to develop and progress, at whatever stage in their careers and we are proud to have a majority female-led leadership team.

The intimate nature of our business means that we do not have any male colleagues working in our stores, which does skew our figures. I have written about this more extensively in a recent blog.

All of our products are also created by women, for women and I believe we are doing a great job developing the careers and opportunities in our majority-female led business.

We continue to review our data to test our progress in all areas ensuring that this reflects 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.

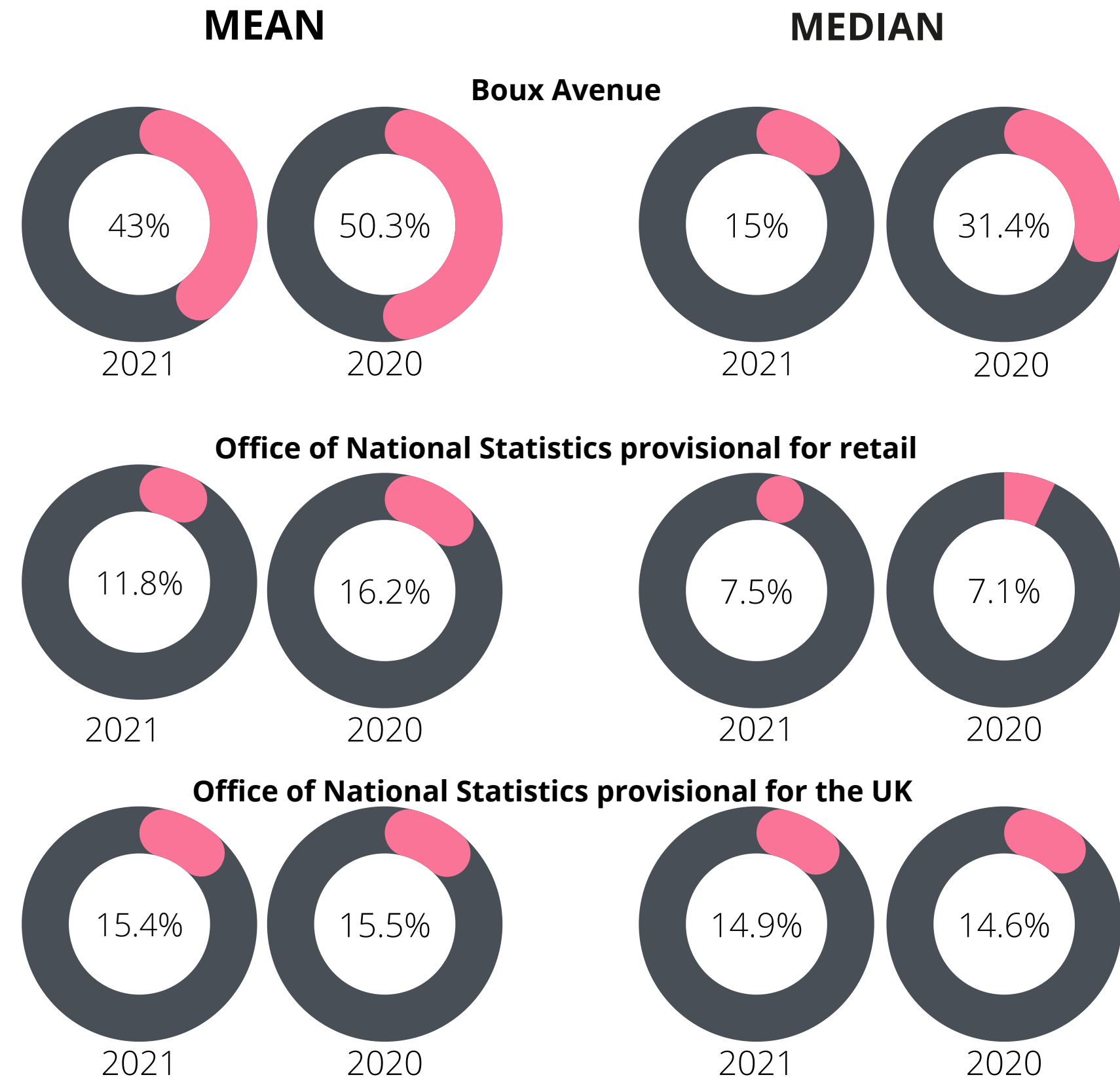
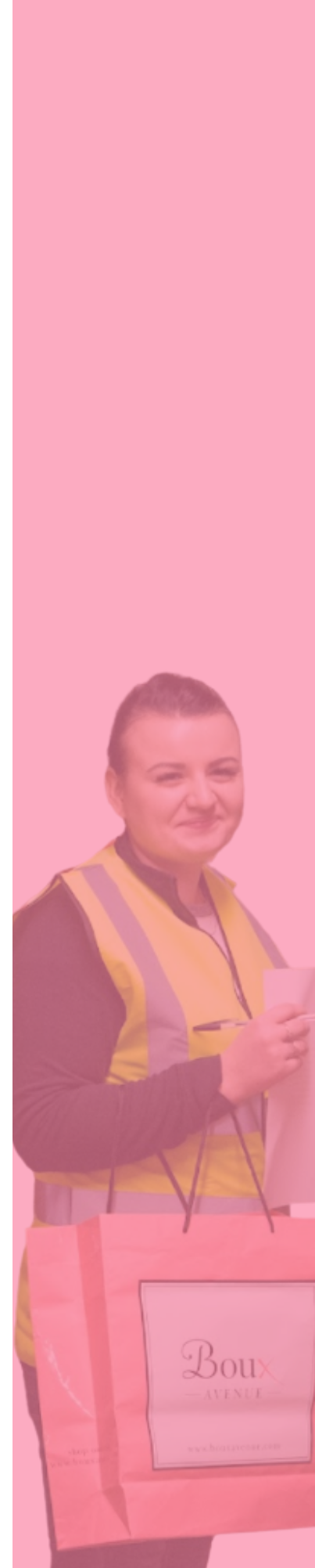
When reporting on the Gender Pay Gap, we look at the following data:

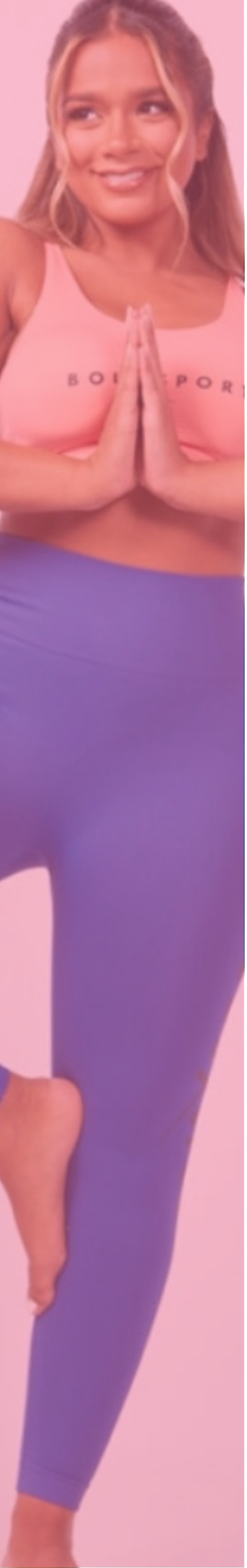
Our MEAN data, which is the difference between the average hourly earnings of men and women and, whilst we are proud to say that Boux Avenue is a brand for females, our MEAN statistic has significantly reduced in 2021.

Our MEDIAN data, which is the difference between the midpoints in the ranges of hourly earnings of men and women and again, the MEDIAN statistic has halved from 2020.

Our PAY QUANTILES, 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.

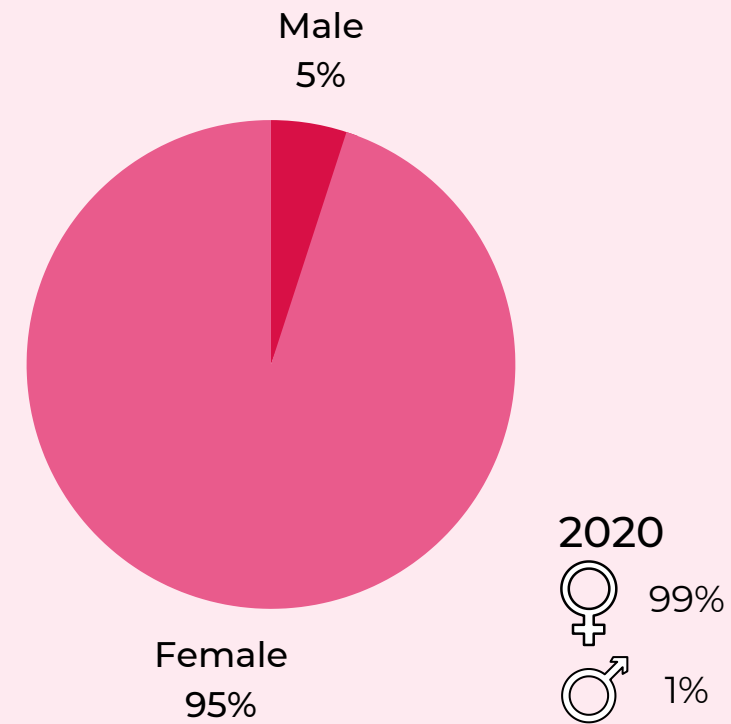
Our BONUS PAY GAP, reporting on the percentage of men and women who received a bonus and our MEAN and MEDIAN data specifically looking at who received a bonus. Fuller details are later in the report.



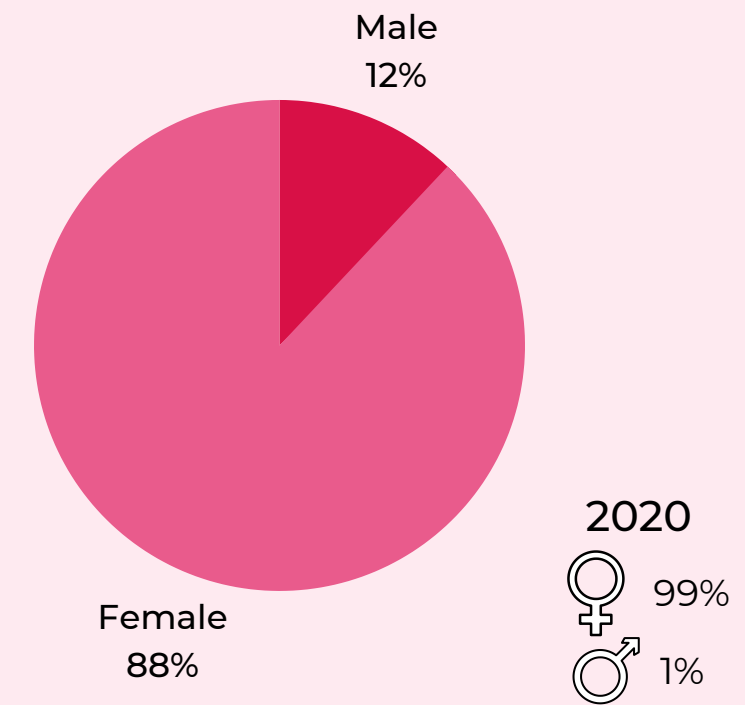


Our Pay Quartiles

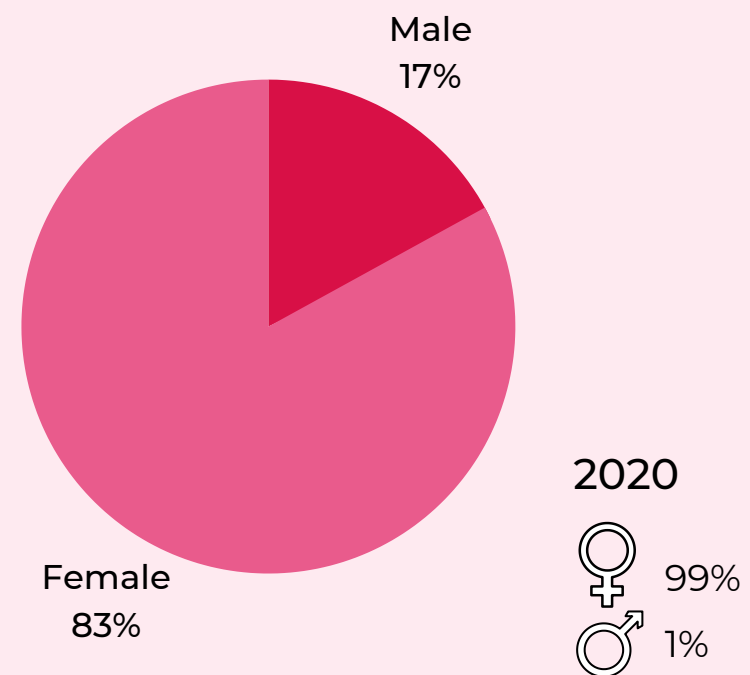
Lower Quartile



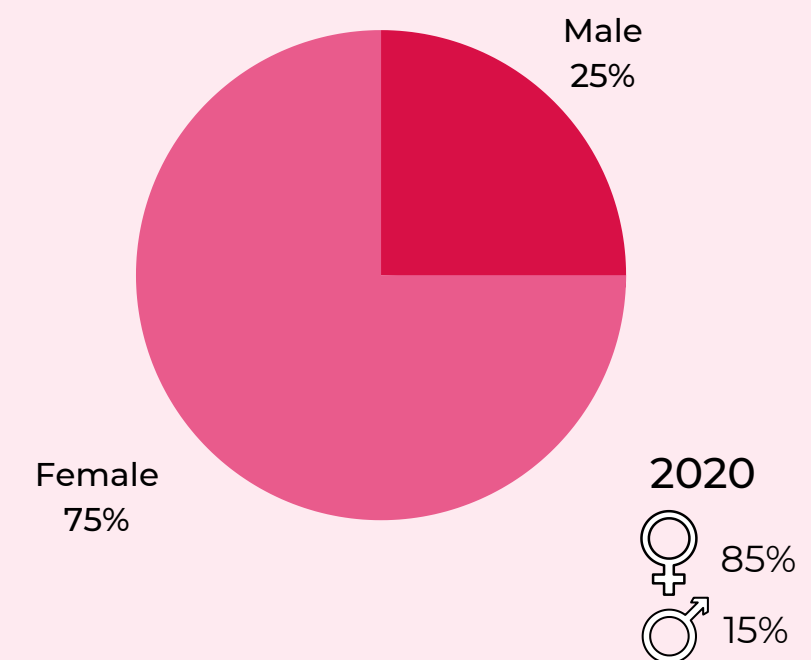
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Understanding our statistics and actions

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. Boux Avenue is proud to be a brand for females and the minus bonus pay gap statistic is driven by females earning 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.

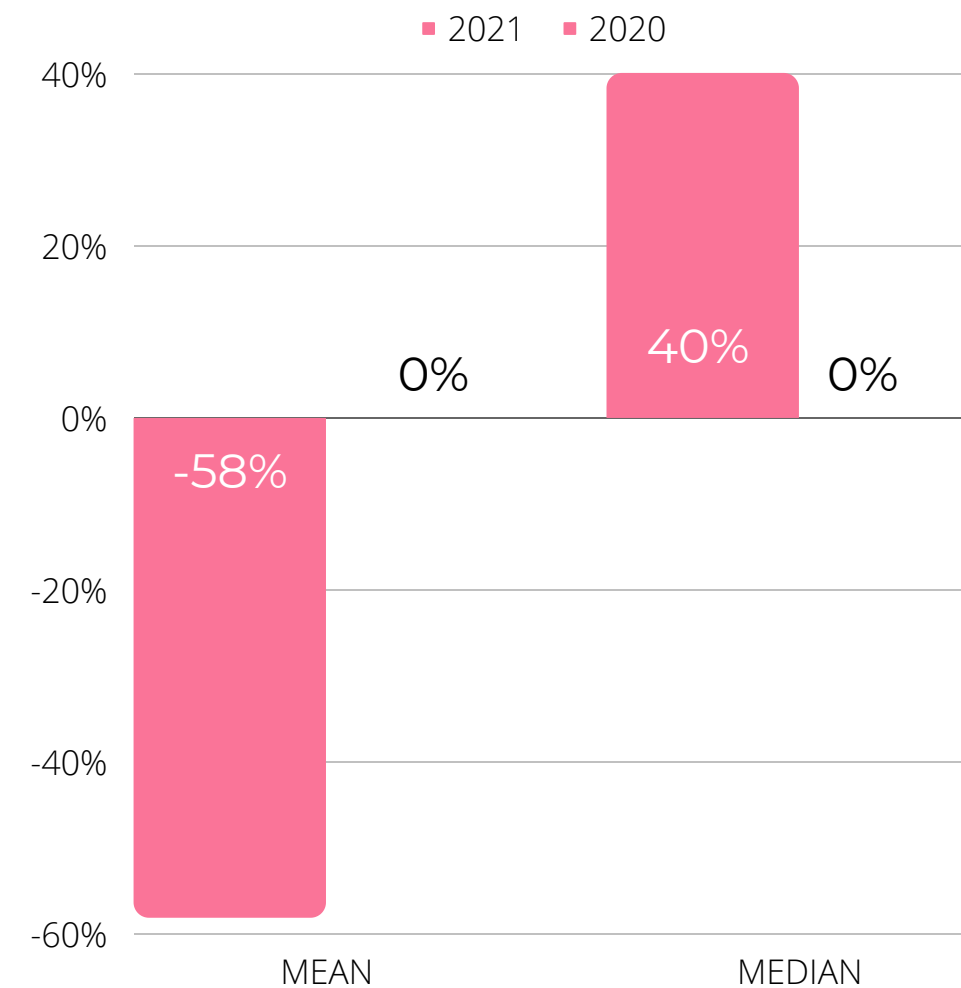
B We are working with our managers to upskill and educate to minimise unconscious bias in all people related processes.

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.

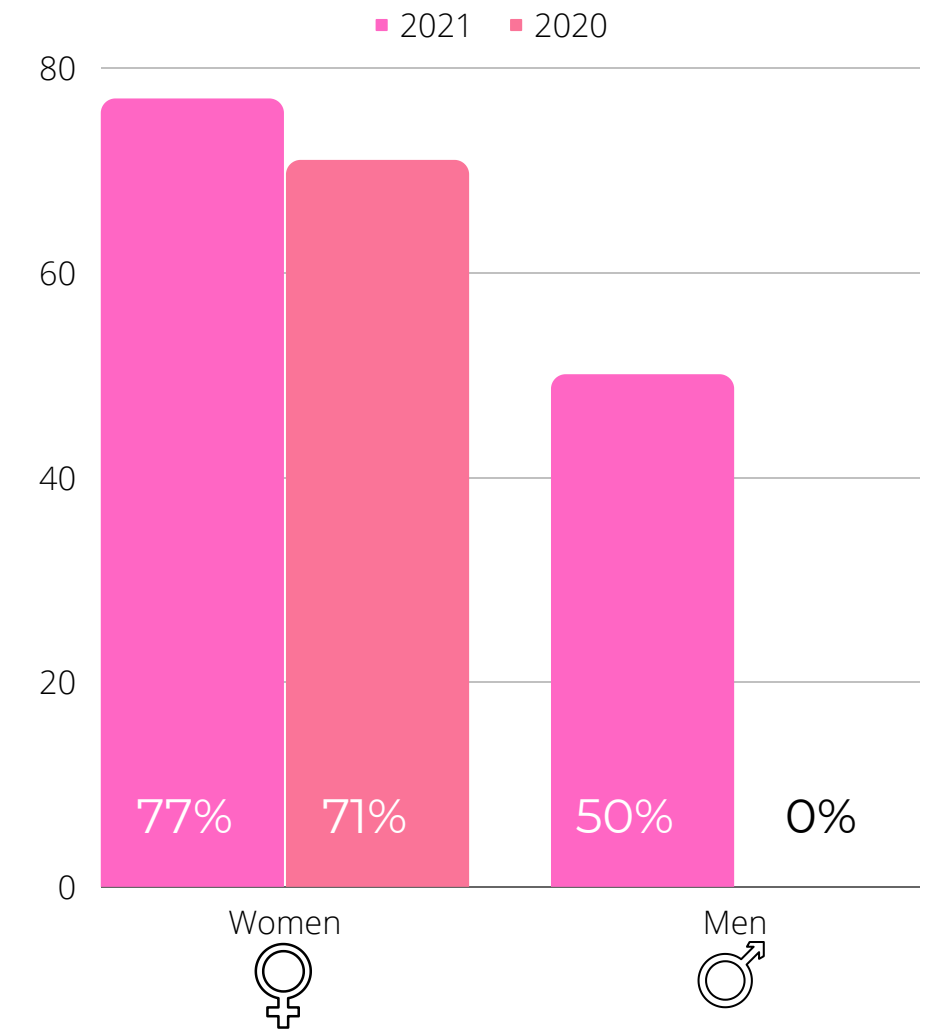
B We're heavily investing in a new fully integrated HR System that will help us monitor and report on workplace diversity.

Our Gender Bonus Gap

Gender Pay gap in Bonus Pay



Who received Bonus Pay



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



“After my return from maternity leave, I was offered the opportunity to complete an apprenticeship in Learning and Development, continuing my development within my role. I decided to take the opportunity, and have not regretted it since. I'm given the support needed to make sure I have time to complete the course and love being part of a company that gives the same opportunities to those coming back from maternity as they would all other colleagues. I'm enjoying the course and have already learnt so much.”

Lee-Anne Norton
L&D Business Partner



“The past 2 years have been pretty turbulent for us all to say the least, however I feel privileged to say that whilst it had its ups and downs, I have definitely come out of it on the up!

In August 2020 my role as Group Events Coordinator was made redundant as a result of the pandemic, but I was fortunate enough to be offered an interim role in the Boux Avenue HR Department. Whilst this was a little bit out of my comfort zone as I had next to no experience in HR, with the help and guidance of the other colleagues in the department I soon found my feet and learnt so much about the brand, got to work with a diverse mix of people throughout the company, gained a wealth of knowledge and got to see the business from a completely new angle!

Whilst I really enjoyed and gained a lot from my time as HR Coordinator at Boux Avenue, my passion still lay in events, and as we gradually return back to normality I have been lucky enough to be offered a role back in the TPRG events department, this time stepping up to be Group Events Planner! I feel extremely grateful to have been given the chance to return to the job I am so passionate about, but also to have been given the opportunity to step up and manage the events myself. I had my first big event at the end of February 2022 which was a great success and I cannot wait for what's yet to come! ”

Lara Lidington
Group Events Planner



Laura Keane
Group HR Director

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