

Gender Pay Gap Report

2019

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 over 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 97% 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, and 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 59 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 2019

59.0% MEAN 2018 **57.7%**

MEDIAN 2019

20.1% MEDIAN 2018 **15.6%**

Office of National Statistics provisional for retail

MEAN 2019

17.3% MEAN 2018 **17.6%**

MEDIAN 2019

9.5% MEDIAN 2018 **9.1%**

Office of National Statistics provisional for the UK

MEAN 2019

16.2% MEAN 2018 **17.1%**

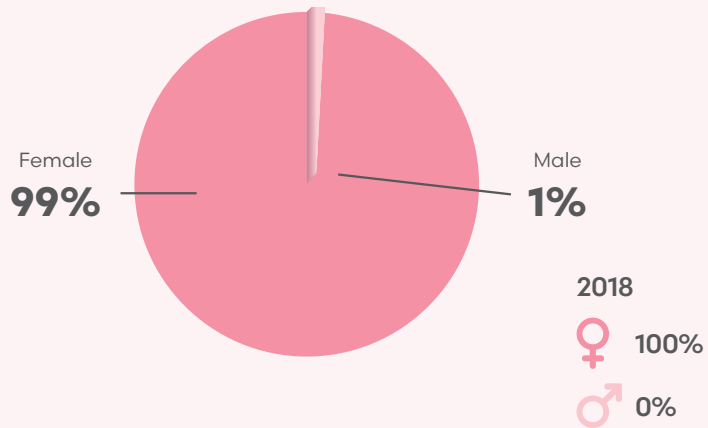
MEDIAN 2019

17.3% MEDIAN 2018 **17.9%**

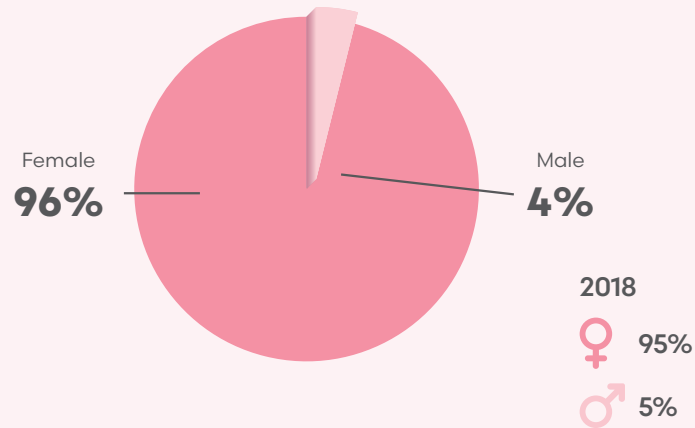
Our Pay Quartiles

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

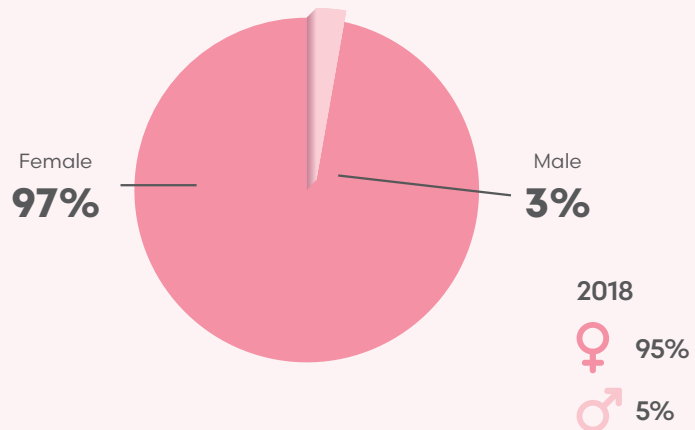
Lower Quartile



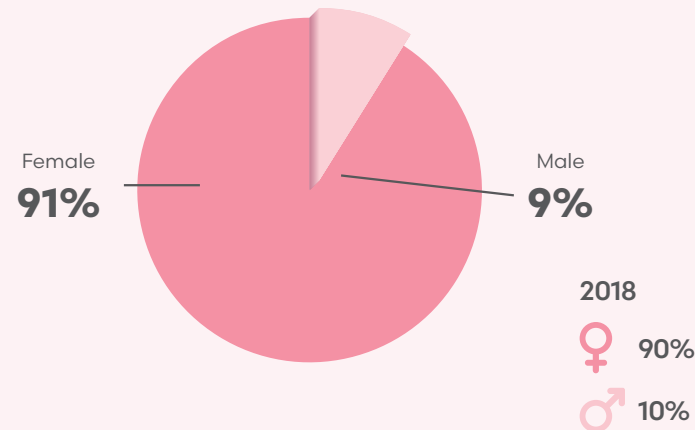
Lower Middle Quartile



Upper Middle Quartile

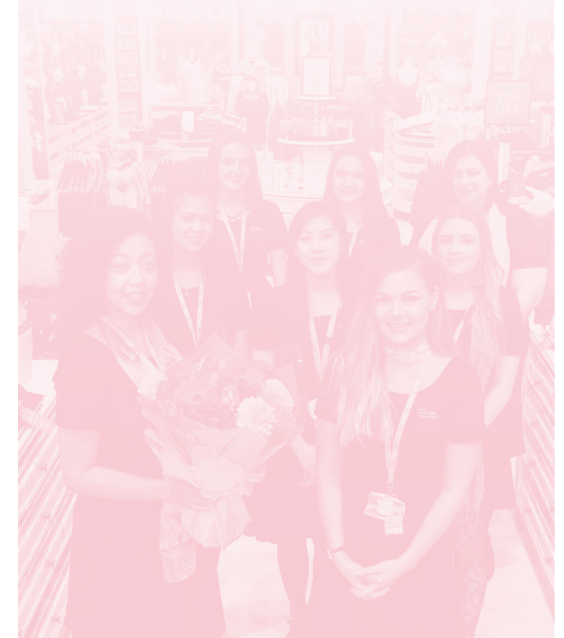


Upper Quartile



Understanding the statistics

- ℳ 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.
- ℳ Boux Avenue's make-up is 97% 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

Boux Avenue continues its strong relationship with Retail Week's Be Inspired programme, which exists to promote gender balance across all levels in retail. The programme encourages females to fulfil their career aspirations and foster a culture of career confidence. Boux Avenue also has strong relationships with OSS Retail and both of these initiatives work alongside our own internal management courses and apprenticeship programmes. All delegates attending the Be Inspired events share their experience and this is communicated monthly to share the findings with a wider audience. The events are so popular, there is often a waiting list.



Zoe Price Smith
Design & Brand Director

"I am thrilled to be driving the handwriting for a Brand that is all about inspiring women to feel good whatever the occasion. I am totally passionate about product and developing my strong design team all of whom are strong creative women who are designing for women; something which the freedom of the Boux Avenue brand offers.

I am particularly proud of our latest campaign about female empowerment 'Your shape, Your style' that speaks to all women. Something that runs through the Boux Avenue team and our product ranges is confidence, self-love and empowerment, and that's what makes it a great place to be."



Joanna Melville,
Junior ecommerce Trading Manager

"In 2019 I was lucky enough to attend the Oxford Summer School Retail Foundation programme along with 4 other TPRG employees. Hosted in the beautiful St Hugh's College in Oxford University, the programme captured what it means to make a great leader, through inspiration and influence, coaching and well-being.

We were all encouraged to push ourselves outside our comfort zone and embrace every moment as a learning opportunity, which was challenging but unbelievably rewarding. I was exposed to so many new ideas of how to approach and handle situations, many of which I learnt from other attendees and their experiences. Being surrounded by such a diverse mix of people and personalities gave me the opportunity to reflect on the kind of person I am and how I can embrace my strengths and weaknesses (and those of others) to create a high performing, cohesive & happy team back at work."

Our Gender Bonus Gap

Mean Gender Pay Gap in Bonus Pay

2019

2018

-23% 67%

Median Gender Pay Gap in Bonus Pay

2019

2018

-11% -95%

Who Received Bonus Pay

Men

2019

2018

54% 70%

Women

2019

2018

87% 86%



Laura Keane

Laura Keane

Group HR Director

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