



Ann Summers

Gender Pay Gap - Report 2018



Ann Summers is a business run by women for women.

We don't just sell 'stuff', we exist to drive change, pioneer and push boundaries – we are a movement, and we are immensely proud to champion female empowerment across the World.

The introduction of the gender pay gap reporting last year, enabled us to reflect over what our numbers really mean & encourage ongoing meaningful conversations around

our inclusivity & equality as a business. A year on from our original report, you will see the figures show marginal improvements, however, after 38 years at the helm of Ann Summers, I believe there is still no other business comparable to us on the High Street and I know the amazing women we have in our business, just do not face the same barriers that the Gender Pay Gap report was brought in to highlight.

Therefore, whilst I remain supportive of the public reporting of this information, I would like to see the regulations and reporting improved in the future to allow businesses like ours to be fairly represented. We may be in the minority, but we believe we are the industry leader in gender equality and should have the opportunity to demonstrate this more effectively.

Why the figures don't tell the whole story:

- Our customers need female store assistants to give bra fits
- Our legitimate female-bias structure unfairly skews the figures towards men
- **109** out of **110** stores are managed by women
- Of all colleagues promoted last year, **92%** were women
- In our business, women head up traditional male roles such as; Finance, Property Development, Wholesale, Merchandising, E-commerce, Retail Operations & Logistics
- **88%** of our Senior Leadership Team and **70%** of our Board are women
- Our top **3** highest paid colleagues are women

I would like to see future generations of women given exactly the same opportunities as a man, but without quotas, without Gender Pay Gap reporting, without positive discrimination and without all the things that we continually have to keep doing to make this happen! Therefore, as we look forward, I would like to see a broader focus on other changes that will really make a difference, and as a business we are committed to playing an integral role in reshaping what that looks like.

Ann Summers has always been a unique brand with female empowerment at the core of everything we do, and I am sure that our gender pay report will demonstrate just how unique our business model remains, as we continue to be a truly female-led organisation. Finally, it is important to mention how immensely proud I am of every single one of our colleagues, and as a business, we take great pride in always recruiting the best person for the job regardless of gender.



Jacqueline Gold

Jacqueline Gold CBE
CEO - Ann Summers Ltd

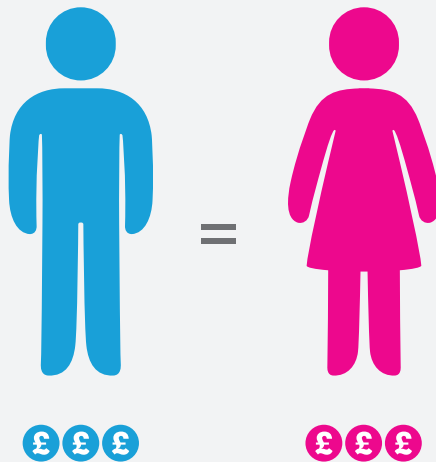
What is the Gender Pay Gap?

As part of the Government's commitment to tackling gender inequality, the gender pay gap report has been introduced for businesses with over 250 employees, to highlight the percentage difference between average hourly earnings for men and women.

It is different to equal pay, which deals with the pay differences between men and women who carry out the same or similar job.

EQUAL PAY

is when men and women are paid the same amount for doing the same or similar job



THE GENDER PAY GAP

is the difference between the gross hourly earnings for all men & all women, regardless of the job they do



One of the main reasons for the gender pay gap is that men are more likely to be in senior roles

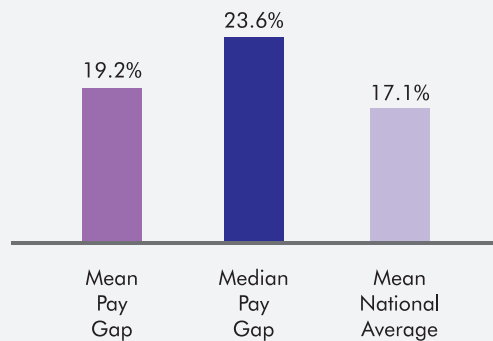
Our Results Explained

The reality of our figures is that, as an essentially women's lingerie & sex toy retailer, our customers require a female-sensitive service, particularly for bra fits. Understandably, we therefore attract a large number of women who want to work with us and for those few men that we do employ in store, their duties are restricted.

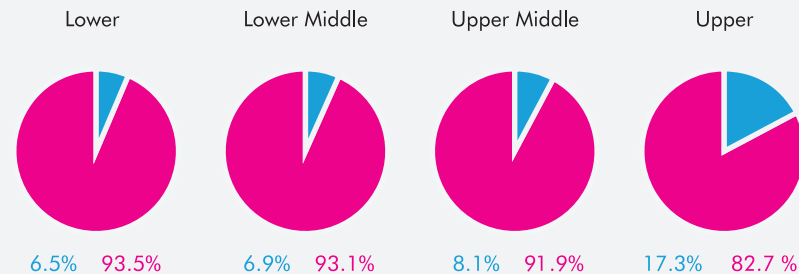
To put that into context, on **30 April 2018 we employed 939 women and 101 men**. Of those **939 women**, most work in our retail stores (where the hourly rate is generally lower than at head office) and **74%** of those in store are on part-time contracts. Unlike larger retailers, we have small store footprints so require more part-time roles to cover our busy periods.

As a result of the sheer number of women we employ in store, our gender pay gap figures appear unfairly skewed towards men.

MEAN / MEDIAN FIGURES



PAY QUANTILES



Proportion of female and male employees in each pay band quartile

BONUS PAY

21% of men and 17% of women received bonus pay



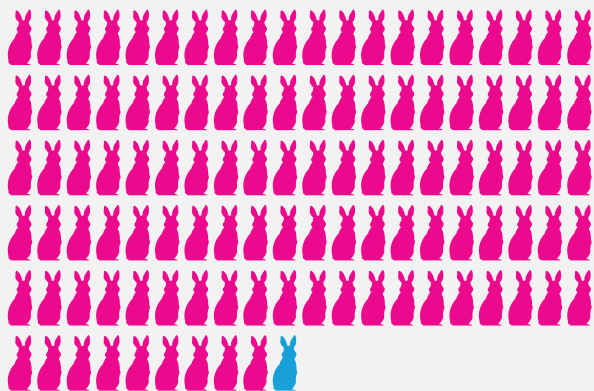
Bonus pay difference between men and women
MEAN: -218%* | **MEDIAN: -47%***

*a minus % equals a gender pay gap in favour of women

What It's Really Like at Ann Summers

When we look behind how the numbers are worked out to comply with the regulations, it is clearly evident that we are a business with female equality and success entrenched into our very core.

ANN SUMMERS FACTS



109 out of 110 stores are managed by women



In our business, women head up traditional male roles such as; Finance, Property Development, Wholesale, Merchandising, E-commerce, Retail Operations & Logistics



60% of our Executive Directors are female



Our top 3 highest paid colleagues are women



70% of our Board are female



92% of all colleagues promoted last year were women



We also have over 5,000 self-employed female entrepreneurs in our party plan business



88% of our Senior Leadership Team are female

What It's Really Like at Ann Summers

In addition, when you look at our gender pay gap grade-by-grade, you will see that Retail is the only area of the business with a gender pay gap.

It is only when it is calculated with the rest of the business, that the figure is elevated to 19.2%

GRADE	MEAN	MEDIAN
Executive Directors	-99%*	-93%*
Board Directors	-97%*	-147%*
Senior Leadership Team	-2%*	-8%*
Head Office	-17%*	-3%*
Warehouse	-4%*	10%
Retail	13%	24%

*a minus % equals a gender pay gap in favour of women

Inspirational International Women's Day Event at our Head Office



Speaking at IWD panel event Ann Summers Head Office, left to right: **Lottie Lumsden**, *Cosmopolitan Entertainment Director* - **Cherry Healey**, *TV presenter & Author* - **Dr Liz Jackson MBE**, *Marketing Expert & Business Speaker* - **Vanessa Vallely OBE**, *Author, Motivational Speaker & MD of WeAreTheCity* - **Jacqueline Gold CBE**, *CEO Ann Summers*

What We Already Do

As a business, we are fully committed to supporting women and men to fulfil their potential and grow their careers at Ann Summers. Here are some of the ways we do this at Ann Summers:

1 Retail Leadership Programme

We currently have **107** people on our retail career path programme, which gives specific training, support & a clear pathway to growing your career with us - **97%** of colleagues on this programme are female.



2 Colleague Development

We have a dedicated e-learning platform that supports our colleagues across all channels throughout their career with us from Induction through to self-development of skills, as their career progresses.

We have also developed an entire suite of webinars to support business acumen and development for our small business owners in Party Plan. Finally, we have re-launched our line manager training to create a consistent training platform for all our new retail managers, resulting in improvement in consistent performance and retention.

3 Talent Mapping

We have recently conducted a Talent Mapping activity to identify who our talent of the future are. Of the **48** colleagues who were identified as being in emerging positions **75%** of these are women.

These colleagues will have a personalised development sessions and a development plan to support their future career at Ann Summers over the coming months.

What We Already Do

4 Coaching Programme

We have a dedicated coaching programme and in the past year have coached **13** Head Office colleagues through a selected talent programme.

In the past year, we have also supported our Regional Business Managers with a bespoke coaching programme to support their development and to drive their business.

6 Maternity/Paternity Leave

We recognise the amazing female talent we have within our business and when women go on maternity leave, we look to find ways to support them and remove the barriers should they want to return to work.

We treat everyone as individuals and therefore, this could manifest itself in different ways, for example; coaching, mentoring, specific training & development, meaningful keeping-in-touch days, flexible working and often simply understanding and supporting each colleague through the challenges of being a working-mum.

We want all colleagues to feel equal and our policy is to support both mums and dads. There are however, still too few dads that take up shared parental leave and this is something we continue to encourage and promote.

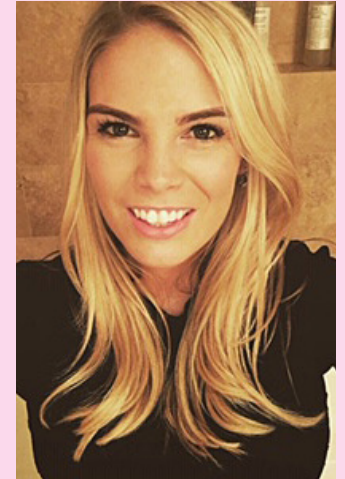
5 Flexible Working Programme

We offer a combination of part-time, compressed hours, staggered hours, work from home days and annualised contracts to our colleagues.

We appreciate that for a lot of our retail colleagues, they choose to work for Ann Summers because of the flexibility we offer. At our Head Office, we understand that work is something you do, not somewhere you go, so we go the extra-mile to ensure we respond and adapt to our individual colleagues needs. This year we have rolled out "Flexi Friday" which enables Head Office colleagues to finish at 3pm on Friday, giving everyone the chance to work the hours they want to, to make the most of their weekend time.

7 Apprenticeship

The Apprenticeship Levy is a great way to be able to offer our existing colleagues a qualification in their area of expertise. We have taken the opportunity for Colleagues who are great at what they do but aren't currently recognised by an industry qualification to achieve one. To them, this means they have the opportunity to be recognised for the great work they do and it empowers them to become the credible expert in their role.



"I have only been doing my apprenticeship for 3 months, but it has already given me invaluable new skills and opportunities which I have applied to my role at Ann Summers. Not only am I learning whilst working, but I am also learning from other professionals in the industry and networking with like-minded people"

Lucy Sellers
Executive Assistant

What We Would Have to Do to Close Our Gap

For Ann Summers to address our pay gap we would have to:

1 **Employ significantly more men in our stores.**

We do not believe this would be a viable consideration for our business, as clearly, it would be inappropriate for men to undertake bra fits on women. We love the men who work for us in store, but our customers tell us they feel more comfortable buying lingerie from women.

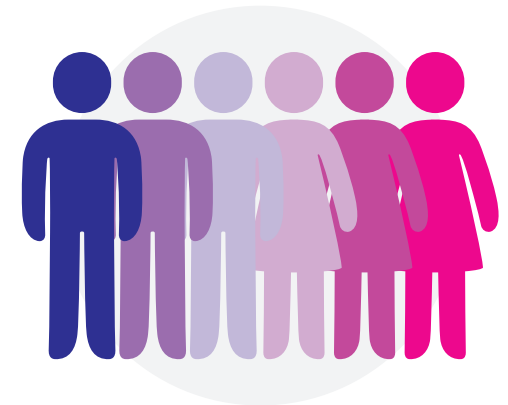


2 **Reduce the number of part-time roles in our stores.**

This would mean we would not be able to cover busy trading periods, nor would we be able to effectively support flexible-working.

3 **Reduce the number of men even further at our head office!**

This is not only discriminating against men but would also prevent us from recruiting the best person for the job. It also goes against everything we stand for, as an employer who strives for equality



Our Commitment

A fundamental part of our strategy development is to attract, retain & develop the best people. This sits at the heart of every conversation we have around strategy, as we believe our people make the difference to the success of our business.

For us to lead the conversation around gender equality, we will continue to:

A Always hire the best person for the job, regardless of gender. We employ smart, passionate people in an environment that nurtures, values and recognises the goals and aspirations of talented individuals, through our established coaching and training programmes.

N No one is as passionate and committed as we are, to removing the barriers that enable female-talent to balance their family life with their career ambitions, as well as supporting fathers in our business with their own work/life balance challenges. As a result, we are constantly looking for creative ways to be industry-leading in this area, for a company of our size.

N Never assume the job is done. We do not have a gender issue here at Ann Summers, however, we know there is always more we can do and so we will continue to find innovative ways to be best-in-class, whether that be for our customers or our colleagues, whilst at the same time, championing change outside of our own business.



Useful Information & Resources

Find out more about the gender pay gap:
acas.org.uk/index.aspx?articleid=5768

To find out more about the business:
annsummers.com
careers.annsummers.com

