



極度乾燥(しなさい)
Superdryplc

Gender Pay Gap Reporting 2018

Statement

At Superdry we pride ourselves on our diverse and inclusive culture which is centred around our six core values. Our employees wholeheartedly agree that Superdry is a great place to work, where you can be yourself and feel fairly treated. We're confident that our approach to pay means that we do not allow unequal pay to exist within our organisation.

We're committed to continuing our support of employees of all backgrounds and genders in reaching their career goals and we continue to encourage women to progress in to more senior leadership roles. We're proud of the ways in which our focus on learning and development, career conversations and a family friendly work environment facilitates this aim.

For the purposes of this report our gender pay gap is calculated using the approach required by the regulations and measures the difference between the average pay of men and the average pay of women. It is based on the hourly rates of pay for our UK employees as at the snap shot date – 5th April 2018.

The bonus calculations are much the same as the mean and median pay gaps but these are based on bonuses paid in the 12 month reference period to 5th April 2018.

It does not take into account whether roles being performed by male or female employees are at the same level, are of equal value or what the market rate for a particular skill set is. The Gender Pay Gap can therefore be influenced by the different number of men and women in particular roles.

We can confirm that the data and information reported here is accurate as of 5th April 2018.

Andrea Cartwright, Group HR Director

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Superdry®
OUR VALUES

PASSION
We love Superdry, love what we do and go above and beyond to be the best.

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Superdry®
OUR VALUES

CREATIVATION
Our own blend of creativity and innovation. We push the boundaries of what's possible, are bold and always coming up with new ways of doing things.

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Superdry®
OUR VALUES

QUALITY
We're obsessed with quality in everything we do. It's what makes us unique.

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OUR VALUES

FAMILY
We're in this together as part of one big Superdry global family, always looking out for each other.

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Superdry®
OUR VALUES

INDIVIDUALITY
We always bring our unique self to work, let people be who they want to be and accept everyone for who they are. We love people not stereotypes.

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Superdry®
OUR VALUES

FUN
We're true professionals but more than anything we believe work is to be enjoyed.

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Our Entities

As at the snapshot date, 5th April 2018, we employed 2700 employees in the UK across a number of subsidiary entities. C-Retail Ltd is the only subsidiary entity of Superdry Plc with more than 250 employees but in the interest of transparency, and in line with our report last year, we have chosen to include our gender pay data for the total UK business.

Whilst the ratio of men to women is very similar in C-Retail Ltd and the UK Group, C-Retail Ltd employs predominantly in-store employees who tend to have fixed rates of pay with little variance between individual salaries. In contrast, the UK Group employs a wider cross section of employees with more variation in individual salaries which means the gender pay gap reported at UK Group level is higher.

C-RETAIL LTD

41%

Male

59%

Female

UK GROUP LEVEL

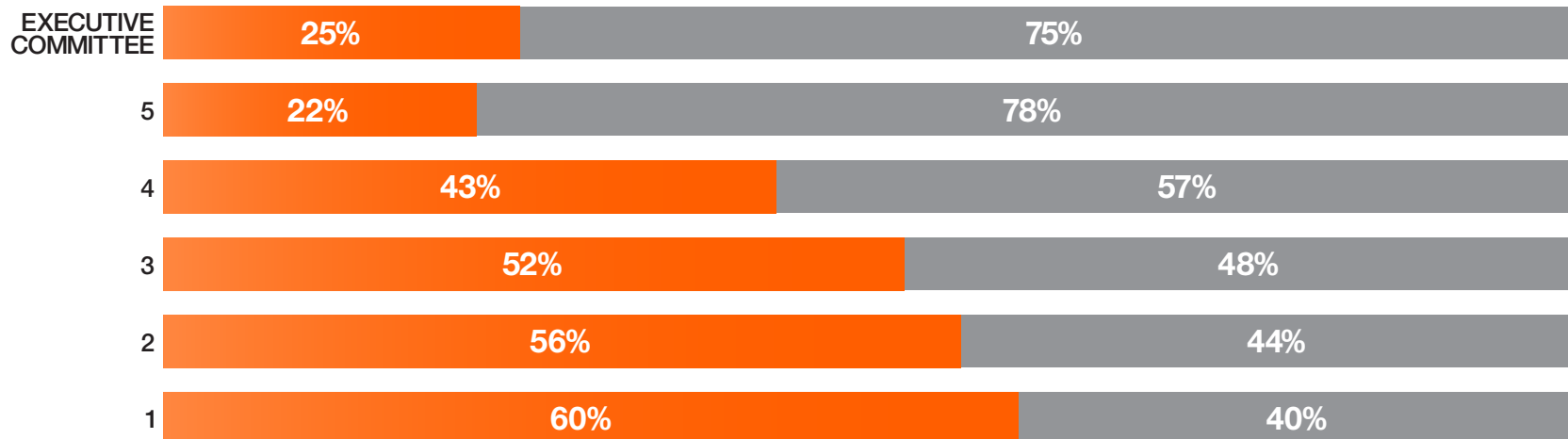
43%

Male

57%

Female

OUR COLLEAGUES BY JOB LEVEL



Female ●
Male ●

Our Gender Pay Gap Reporting

Gender Pay Gap

The mean and median gender pay gap for C-Retail Ltd remain very low at 1.8% and 1.4% respectively. This reflects the largely fixed rates of pay for our retail employees in this entity.

We are pleased to see that the median gap reported at UK Group level is also low at 3%. Our analysis shows the mean gap of 20.8% is due to the fact that our senior roles, and therefore our highest paid roles, are predominantly held by male employees. Whilst we have seen some real progress in some of our more senior job levels we continue to have fewer females in senior roles than males, driving a higher gender pay gap than in our C-Retail Ltd entity.

C-RETAIL LTD

1.8%
Mean Gender Pay Gap

1.4%
Median Gender Pay Gap

UK GROUP LEVEL

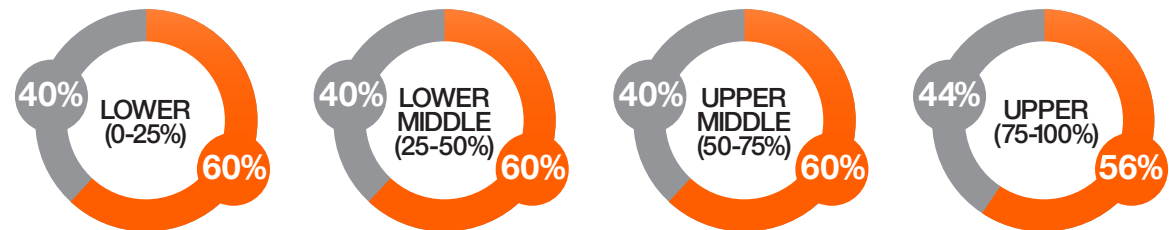
20.8%
Mean Gender Pay Gap

3.0%
Median Gender Pay Gap

Salary Quartiles

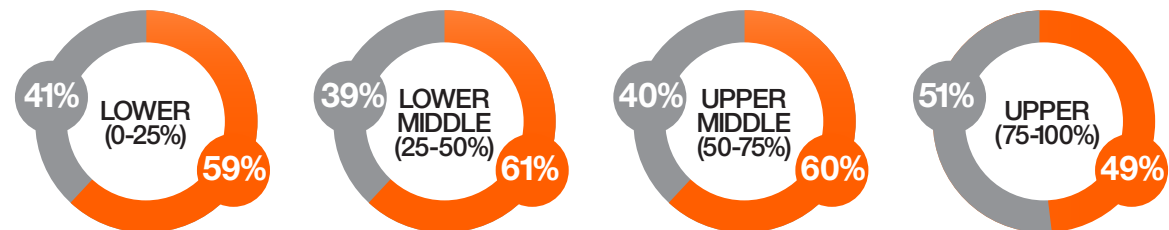
C-RETAIL LTD

The proportion of females in each quartile for C-Retail Ltd is relatively consistent across all four quartiles, showing that women are well represented across all job levels.



UK GROUP LEVEL

On the snapshot date at a UK Group level, 57% of our employees were female. In the highest pay quartile female representation was 49% meaning that a higher proportion of our more senior roles, with higher pay rates, were held by male employees. This is a key driver of the gender pay gap reported.



Female ●
Male ●

Gender Bonus Gap

In the year preceding the snapshot date the mean bonus paid made to male employees was higher than female employees. This is because our more senior roles attract a higher bonus and more of these roles are held by men.

Our median rate of bonus paid to both male and female employees on a UK Group level and within C-Retail Ltd is £0, since a small minority of our employees are eligible to receive a bonus payment. This means that our median bonus gap on a UK Group level and C-Retail Ltd is 0%.

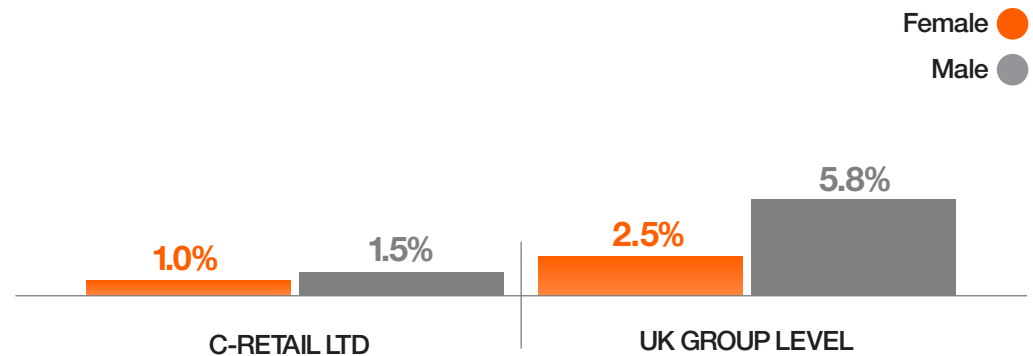
MEAN BONUS GAP

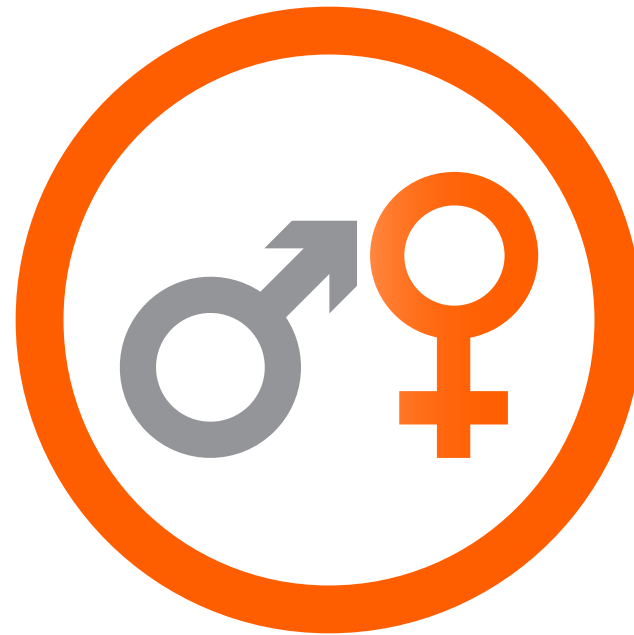


The Proportion Of Male And Female Employees Who Received Bonus Pay

Within C-Retail Ltd 1% of women and 1.5% of men receive a bonus of some sort. These figures reflect the profile of these employees as they are predominantly in-store employees who do not have a bonus included in their remuneration package.

At a UK Group level 2.5% of women and 5.8% of men received a bonus payment. This reflects our gender profile at our senior job levels with significantly more of these roles being held by men. It is these more senior roles which attract a bonus award as part of the remuneration package.





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