



QUIZ plc

Gender Pay Gap Report 2018

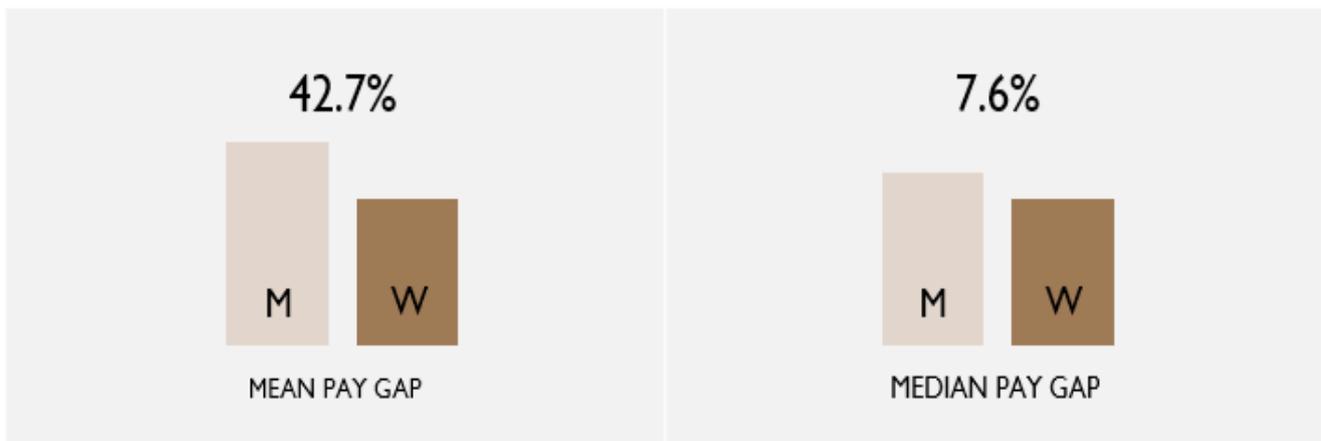
GENDER PAY GAP REPORT 2018

QUIZ presents its second annual report on the gender pay gap across its employees.

At QUIZ, we are committed to treating everyone fairly and ensuring that everyone – no matter what their background, race, ethnicity or gender – has the same opportunities to progress, develop and enjoy a rewarding career. In our data, we have found no inconsistency between how we pay men and women for the same role but there is a pay gap driven by the structure of our workforce.

HOURLY PAY GAP

We have compared the average pay of all the women we employ with the average pay for all the men (for both mean and median calculations). This is calculated amongst all of QUIZ's employees in England, Scotland and Wales.



QUIZ comprises of three trading companies; Kast Retail Limited (stores), Tarak Retail Limited (concessions) and Tarak International Limited (web and international sales). Of these companies Kast Retail Limited and Tarak Retail Limited have more than 250 employees and are required to report upon their gender pay information. This report comprises information on the three trading companies combined.

UNDERSTANDING OUR GAP

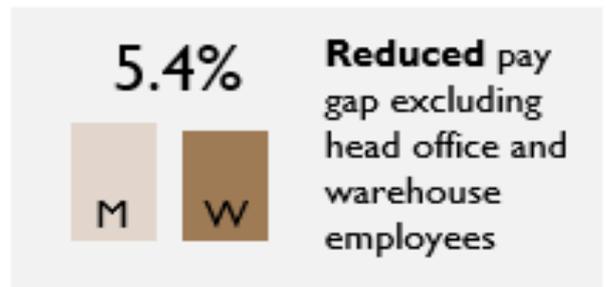
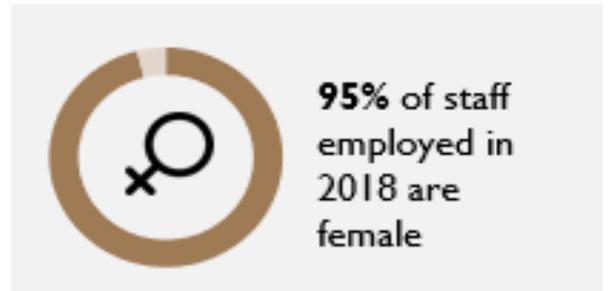
Our workforce is overwhelmingly female. QUIZ employed 2,152 people during the year, 2,043 or 95% were female. Of these employees, 88% worked in stores or concessions, and of these staff 99% are female.

Whilst we treat all applicants equally, as a predominantly fast fashion womenswear brand, we have found that largely we attract female applicants to work in our stores. In addition, many of our roles in-store are part time and we believe that these working patterns have tended to have greater appeal to female applicants. Most of these roles are sales advisor positions which are lower paid than the head office or warehouse roles where pay rates are generally higher and we have a greater proportion of men employed.

Of the 109 men employed during the year, 87 were engaged at head office or at our warehouse.

Our gender pay gap is attributable to these factors.

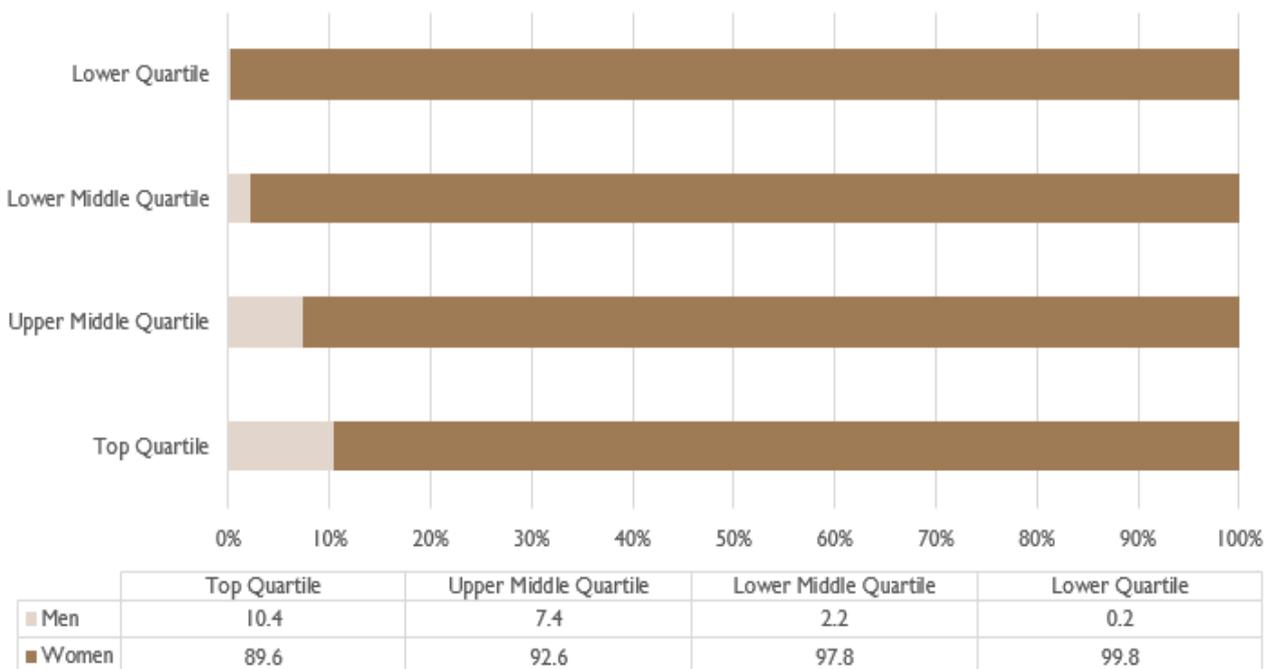
If stores and concessions are reviewed separately, our gender pay gap is much less. When head office and warehouse employees are excluded from the calculations, the mean gender pay gap is reduced to 5.4%.



PAY QUARTILES

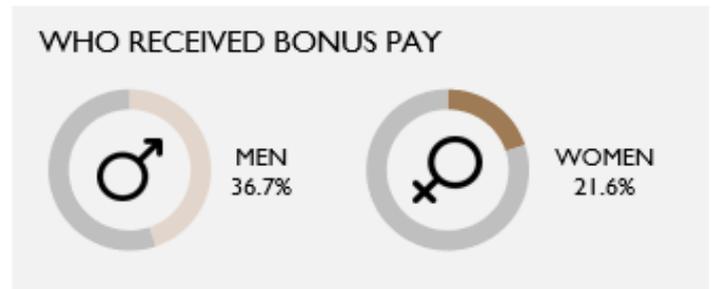
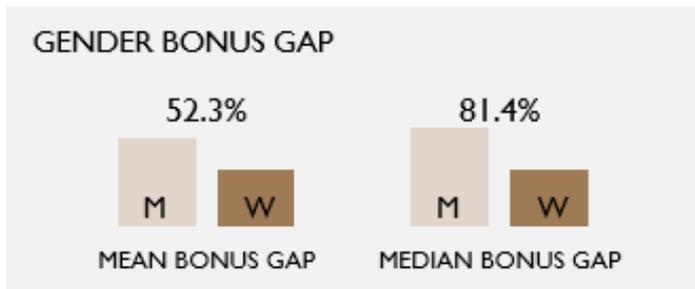
Our pay quartiles are shown below:

% of Men and Women in Each Pay Quartile



GENDER BONUS GAP

The high proportion of women in store roles also drives our gender bonus gap.



We also note the significant mean bonus gap and attribute this to the greater number of performance-related bonus payments achieved by men. This is reflective of there being relatively more men than women occupying roles at head office and the warehouse which are areas where a higher proportion of employees receive bonuses.

OUR COMMITMENT TO EQUALITY

We are confident that our gender pay gap is not caused by men and women being paid differently and we have the mechanisms in place to ensure that men and women who are doing the same job, or work of the same value, are paid the same. All of our employment policies and practices consider pay and bonuses according to the role and the effectiveness of the job done and never by gender. Annual pay changes are applied equally across roles.

CLOSING THE GAP

We are committed to reducing our gender pay gap and will continue to support the development of all our colleagues and in particular our talented female colleagues into Senior Management roles. We are a creative and dynamic business, and we will relentlessly support women and men to develop to the best of their potential.

We stand by the fact that there are no male or female roles, only people and their individual capabilities.

To do this, we will focus on the following areas to help address the gap:

- Have an inclusive culture where there are opportunities for all to progress;
- Ensure new roles at head office and senior roles are advertised and available to all colleagues to apply for using our internal communication channels;
- Offer training and development opportunities to encourage and attract store colleagues to apply for corporate roles within the company; and
- Encourage flexible working practices where possible to encourage a more inclusive culture.

We recognise that reducing the gender pay gap at QUIZ and across our industry will require cultural change and time. However, we are committed to reducing this gap and we will continue to focus on women having the same opportunities for senior roles as men and build on each person's strengths and skills in order that they can achieve their full potential and enjoy a rewarding and inspiring career here at QUIZ.

I can confirm that the information within this report is accurate.

Tarak Ramzan
CHIEF EXECUTIVE OFFICER

4 April 2019