

# QUIZ

## GENDER PAY GAP REPORT 2020



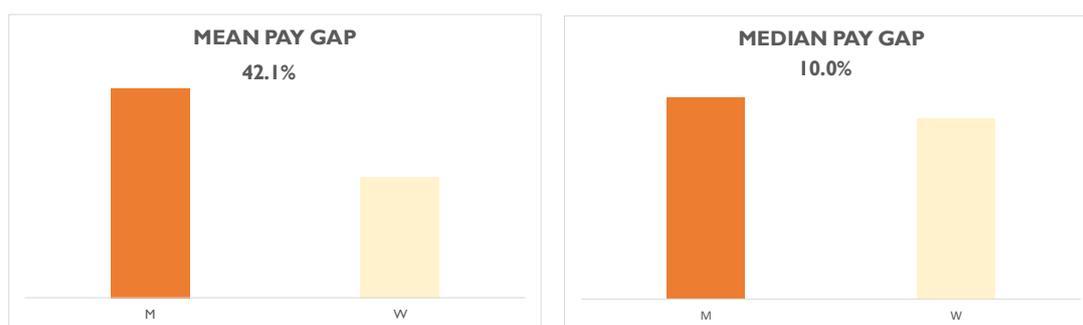
## GENDER PAY GAP REPORT FOR 2020

QUIZ (or the “Group”) is pleased to present its 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. However, there is an overall pay gap across the Group 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<sup>1</sup>.



As noted below, the pay gap highlighted above can largely be attributed to:

- Firstly, a higher proportion of men working at head office where roles are generally higher paid
- Secondly, the differing age profiles between men and women in the QUIZ workforce given the lower rates of pay that generally apply to those aged under 25.

The median pay gap is reduced to 0.3% for those employees who do not work at head office and are aged 24 or younger.

For those employees aged over 24 not employed at head office the median pay for women is higher than men by 0.2%.

<sup>1</sup> In the year being reported QUIZ comprises of three trading companies; Kast Retail Limited (In Administration) (stores), Tarak Retail Limited (concessions) and Tarak International Limited (web and international sales). Of these companies Kast Retail Limited (In Administration) and Tarak Retail Limited have more than 250 employees and are required to report upon their gender pay information. Kast Retail Limited (in Administration) entered into administration on 10 June 2020. The administrators of Kast Retail Limited (In Administration) are responsible for submissions to be made by that company. This report comprises information on the three trading companies combined to provide an overview of the Gender Pay gap for the QUIZ Group.

## UNDERSTANDING OUR GENDER PAY GAP

Our workforce is overwhelmingly female. QUIZ employed 2,280 people during the year, 2,150 or 94% were female.

Whilst we treat all applicants equally, as a predominantly womenswear fashion 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 roles where pay rates are generally higher and we have a greater proportion of men employed.

Of the 130 men employed during the year, 39 were engaged at head office.

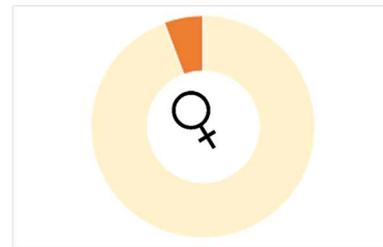
Our gender pay gap is attributable to these factors.

If stores, concessions and our warehouse activities are reviewed separately, our gender pay gap is much lower. When head office employees are excluded from the calculations, the mean gender pay gap is reduced from 10.0% to 5.7%.

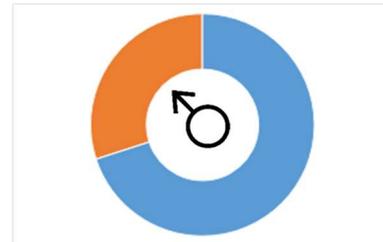
Much of this remaining pay gap is attributable to the differing pay rates that are dependent upon the age of our employees. Those who are 24 or younger are generally paid a lower rate than employees aged 25 or older. Of those who are 24 or younger, 1% are men whilst of those aged 25 or older 8% are men.

Excluding employees at head office, the median pay gap amongst employees aged 24 or younger is 0.3%

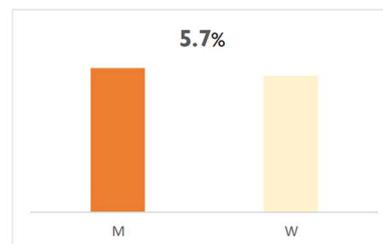
For employees aged 25 or older who are not engaged at head office, the median pay for women is higher than for men by 0.2%



94% of staff employed in 2020 were female



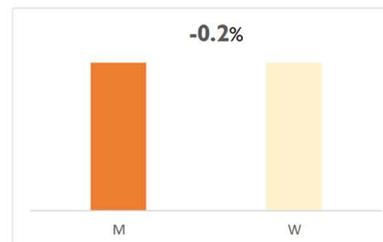
39 of 130 or 30% of employees engaged at head office are male compared to 6% of total employees



Reduced pay gap excluding head office employees



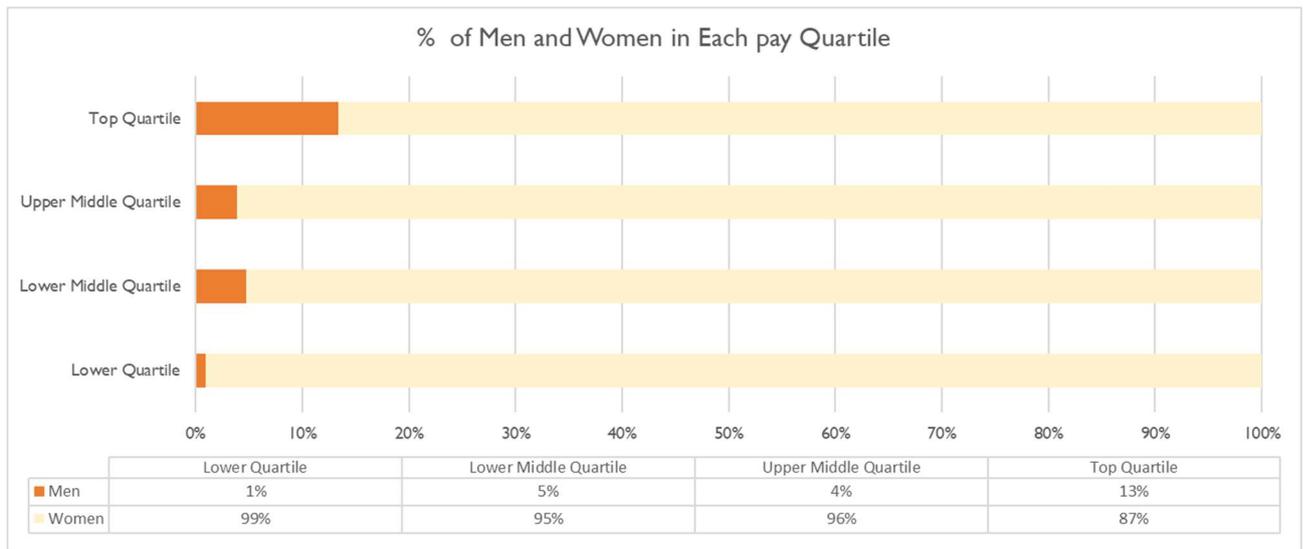
0.3% pay gap amongst those aged 24 or younger excluding head office employees



-0.2% pay gap, i.e median pay for women is higher than men, for those aged over 24 excluding head office employees

## PAY QUARTILES

Our pay quartiles are shown below:



## GENDER BONUS GAP

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



A total of 14% of employees received a bonus during the year with 29% of men and 13% of women receiving a bonus.

The mean bonus gap is attributable more men than women occupying roles at head office and the warehouse which are areas where higher bonuses are paid than in stores and concessions.

## **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 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**

**5 October 2021**