

EST 1898

T·M·LEWIN
JERMYN ST. LONDON



GENDER PAY GAP REPORT 2017.



T.M.Lewin have been on a journey over the past year, working hard on defining our Primary Purpose, Core Principles, and Ambition. A key goal for our business is to become an Employer of Choice within the Retail Industry as well as a career destination for all those passionate about menswear and fashion. With our people agenda at the forefront, I have welcomed the opportunity to review our Gender Pay Gap as it has provided us with insights to further support our essential work on making T.M.Lewin an inclusive and fair place to work.

In analysing our results, we find that there are a number of factors contributing to our gender pay gap, including the composition of our workforce and the fewer number of women in senior leadership positions compared with men.

While the figures provide useful insights, it's important for us not to overlook what is right for our business, including ensuring that senior opportunities are offered to the right candidate for the role. We are also wholly committed to being an equal pay employer and our analysis shows that we pay men and women equally for doing the same job.

We do, however, recognise that we must continue to develop all of our colleagues, to support their career progression and make senior leadership roles within reach for all. With this in mind, I am excited to share some of the initiatives that we have introduced at T.M.Lewin to further close our gap and continue to promote a diverse and inclusive work force, with equal opportunities for all.

Sven Gaede, *Chief Executive Officer.*

INTRODUCTION.

Under new regulations that came into effect in April 2017, UK employers with 250 employees or more are required to publish information on their gender pay gap.

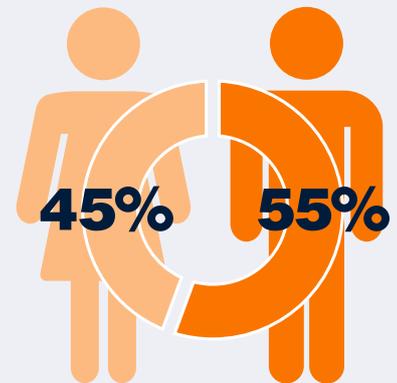
We have prepared this report in-line with the methodology under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and welcome the opportunity to set out our mean and median gender pay and bonus gap for 2017.

This report has given us the opportunity to not only evaluate where we currently sit, but also review how the work we have done, and plan to do, can further support equal opportunities for all.

We employ over 850 people across the UK and in 2017, the point at which our gender pay gap has been calculated, approximately 45% of our workforce were women and 55% were men.

Together, our Primary Purpose is 'helping dress men in confidence' and we have worked hard over the last year to define the Core Principles which enable us to fulfil our purpose. Our 'Be Brave' principle describes how we are committed to doing things the right way and not the easy way. Our 'Be You' principle highlights our focus for working with passion and respect for and with each other for the team and for the customer. Our 'Be Brilliant' principle is focussed on leading through quality and integrity.

Our Core Principles will help drive towards our ambition to become the employer of choice within our industry as well as a career destination for all those passionate about menswear and fashion.



Gender Demographic

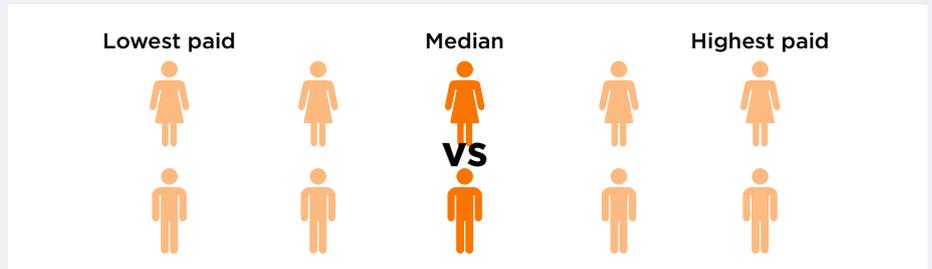
**“WE ARE
COMMITTED TO
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COLLEAGUES.”**

MEASURING OUR GAP.

Under the regulations, we are required to show two measurements of the gender pay gap in hourly pay and bonus:

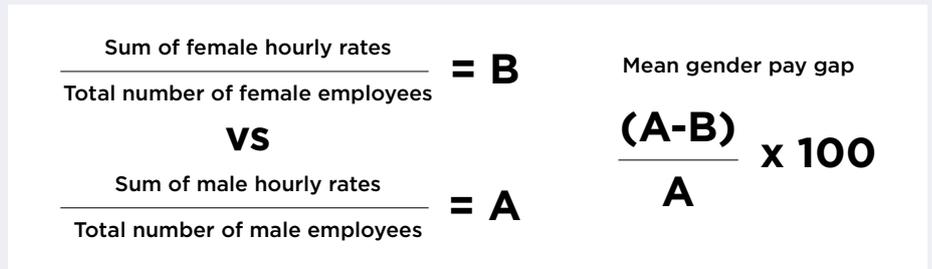
MEDIAN PAY.

The median pay gap is the difference between the mid-point rate of pay for all women and the mid-point rate of pay for all men in the organisation.



MEAN PAY.

The mean pay gap is the difference between the average rate of pay for all women, and the average rate of pay for all men in the organisation.



The regulations also require us to show the proportion of men and women who received a bonus in the 12 month period up to the 5th April 2017 and the distribution of men and women across four equal hourly pay quartiles.

EQUAL PAY.

The gender pay gap is different to equal pay.

Gender pay
Is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women

Average hourly pay for male employees is £X Average hourly pay for female employees is £Y

If £X is not equal to £Y there is a gender pay gap.

Equal pay
Is men and women being paid the same for the same work

£X = £Y

If £X is not equal to £Y there is an equal pay gap.

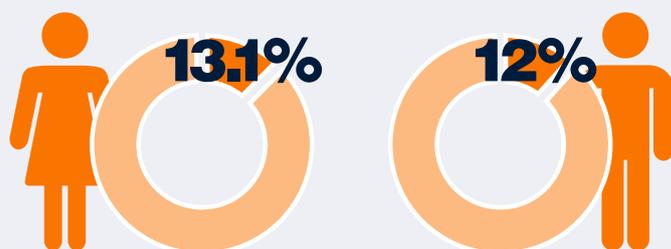
T.M.Lewin is wholly committed to being an equal pay employer and we are confident that we pay men and women equally for doing the same work across our business.

UNDERSTANDING OUR GAP.

The table below shows our median and mean gender pay gap (as at 5th April 2017) and gender bonus pay gap (for the 12 months to 5th April 2017).

	Median	Mean
Gender pay gap	4.0%	21.1%
Gender bonus pay gap	23.6%	67.7%

The proportion of men and women receiving a bonus payment in the 12 months to 5th April 2017 was:



The table shows the proportion of men and women who fall within each hourly pay quartile.

Gender population by pay quartile band

Pay Quartile	Male	Female
Upper Quartile (highest hourly pay)	61.6%	38.4%
Upper Middle Quartile	56.6%	43.4%
Lower Middle Quartile	57.6%	42.4%
Lower Quartile (lowest hourly pay)	55.5%	44.5%

Our analysis shows our median hourly gender pay gap is significantly lower than the reported national average. Our mean hourly pay gap is driven by higher pay for our senior management team, where fewer positions are held by women. This is demonstrated in our hourly pay quartiles table, where we have a fairly consistent distribution across our lower to upper middle quartiles, but a larger proportion of men to women in our upper quartile.

Our median gender pay gap for part-time employees, the vast majority of whom work in our shop locations, is 0% and our mean gender pay gap for this population is -4.9%. This further supports our commitment to be an equal pay employer.

Our bonus scheme has not historically been widely utilised across the organisation, resulting in the relatively low participation rates shown in our calculations. Where the bonus has been given, recipients have been a mixture of senior management and store-based which resulted in a large spread of payments. We have also made a small number of discretionary, one-time payments to either retain, attract or reward key talent throughout the year which is further affecting our mean gender bonus gap.

WHAT WE HAVE DONE.

Although we are confident that we pay men and women equally for doing equivalent work, we recognise there is always more we can do. We have implemented several initiatives which we believe will make a meaningful impact on our colleagues, their opportunities and our future gender pay gap calculations.

BONUS.

We have introduced a structured, performance-based bonus scheme that allows all colleagues to participate in our success.

BE HEARD.

We have introduced regular 'Be Heard' forums that give colleagues a platform to share ideas and feedback on the issues that matter most to them.

TALENT PROGRAMMES.

We have implemented a number of talent programmes across the business with a particular focus on supporting female colleague development.

WHAT WE WILL DO.

Along with the above, we also plan to implement the following initiatives to ensure that we continue to offer colleagues a fair, inclusive place to work.

POLICIES.

We have committed to review all T.M.Lewin policies with a specific focus on flexible working, maternity & paternity leave, and equality & diversity policies.

EMPLOYEE INSIGHTS.

We will introduce a voluntary disclosure of ethnicity, sexual orientation and disability to our 2018 Employee Insights Survey to further understand our workforce and support our initiatives towards inclusivity.

EQUAL OPPORTUNITIES.

We will provide further specific training and support on unconscious bias, behaviours and equal opportunities.

OUR COMMITMENT.

Although we are proud of our work on diversity, we know that together, there is more we can do. We are committed to continue our work on creating and sustaining a diverse and inclusive work place, and providing equal opportunities for all our colleagues to fully develop their careers.



DECLARATION.

I confirm that the T.M.Lewin gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations, data and assertions contained in this report have been made in line with the methodology contained in The Equality Act 2010 (Gender Pay Gap Information) Regulations.

Sven Gaede, Chief Executive Officer.

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