

**Gender Pay
Gap Report
2020**

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Published: November 2021



Introduction

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women, regardless of the nature of their work across an entire organisation, business sector, industry, or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar, or equivalent job.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities, and this means that there should be involvement and support from managers within the organisation to deliver necessary changes.



This include probing the pay differences between males and females for hourly pay and bonuses.

The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Bonus Payment Calculations

Bonus calculations relate to payments made to all eligible employees in the 12 months preceding the snapshot date.

Bonus pay includes any additional pay relating to profit sharing, productivity, or performance, when in the form of money or vouchers.

Both median and mean calculations are carried out when comparing bonus pay over a twelve-month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we also show the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

What's Included in our Hourly Pay Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from a snapshot date of the 5th April 2020 only, including ordinary full pay and bonus/commission paid in the same pay period.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/ termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.

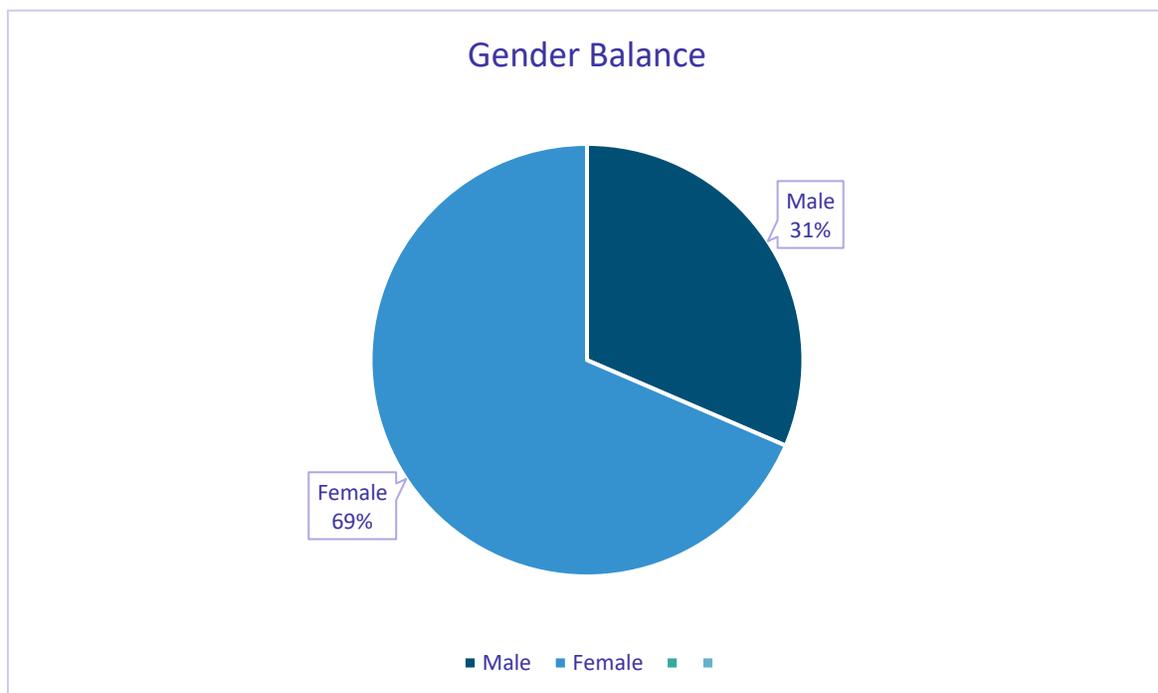
Analysis of Results

Summary

- Hourly pay calculations are based on 4 relevant full pay employees.
- Bonus pay calculations are based on 60 relevant employees.
- The mean hourly full pay gap is 79.4% and the median hourly full pay gap is 89.5%, both in favour of the female workforce.
- The mean bonus pay gap is 82.1% and the median bonus pay gap is 75.4% both in favour of males.
- 32.9% of all relevant males and 19.7% of all relevant females received a bonus payment in the 12 months preceding the snapshot date.

About Lagardère Travel Retail UK & Ireland

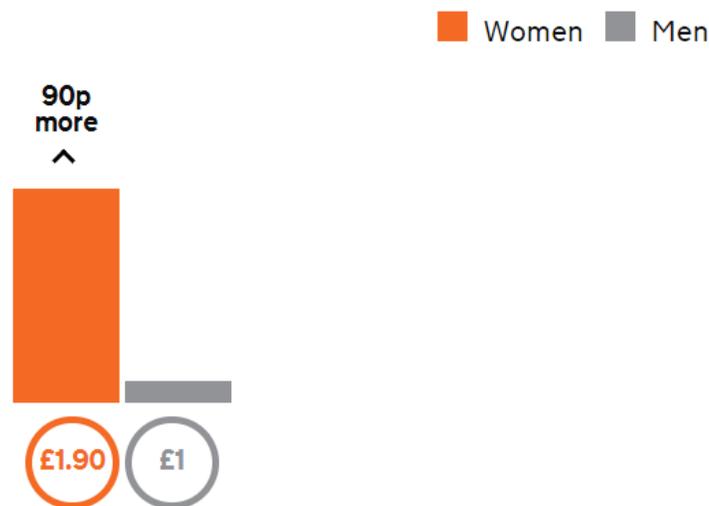
Relevant full pay employees on 5th April 2020



Hourly Pay Gap

In Lagardère Travel Retail, women earn £1.90 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 89.5% higher than men's

Due to the pandemic stores were closed from March 25th, 2020, so these figures are not reflective of a normal year's results.



When comparing mean (average) hourly pay, women's mean hourly pay is 79.4% higher than men's

The median gender pays gap figure - This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure - The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

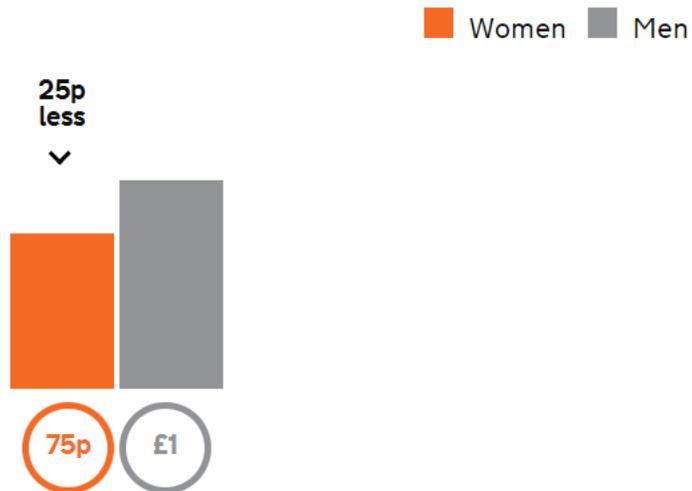
Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

The percentage of women in each pay quarter

Due to the number of employees placed on the Coronavirus Job Retention Scheme (furlough) we were not required to provide quarter data.

Bonus Pay Gap

Women earn 75p for every £1 that men earn when comparing median bonus pay.
Their median bonus pay is 24.6% lower than men's



When comparing mean (average) bonus pay, women's mean bonus pay is 17.9% lower than men's

Who received bonus pay:

- 19.7% of women
- 32.9% of men