

# QUIZ

## GENDER PAY GAP REPORT 2021



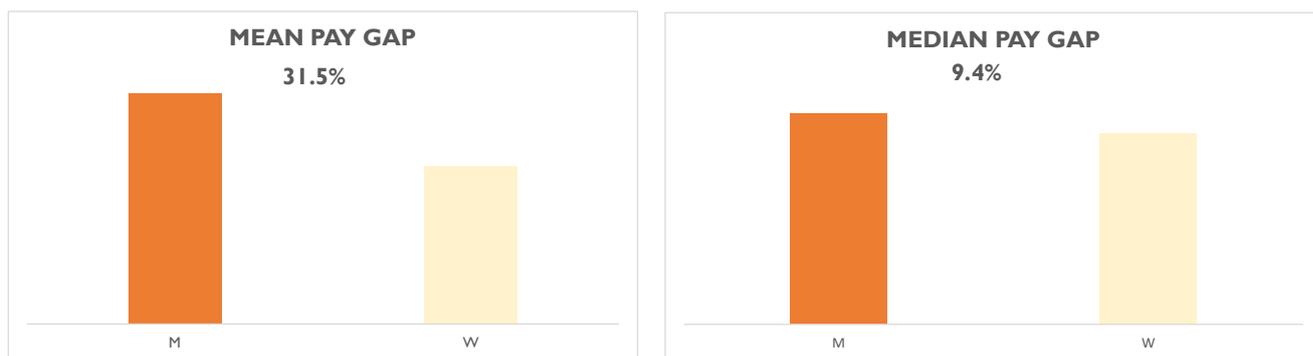
## GENDER PAY GAP REPORT FOR 2021

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 6.2% for those employees aged 24 or younger.

<sup>1</sup> In the year being reported QUIZ comprises of three trading companies; Zandra Retail Limited (stores), Tarak Retail Limited (UK concessions) and Tarak International Limited (web and international sales). Of these companies only Zandra Retail Limited has more than 250 employees and are required to report upon their gender pay information. 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

The gender pay gap is determined by reference to payments made to employees in April 2021 and to bonuses paid over the year to 31 March 2021. Given the impact of COVID-19 and the enforced closure of our stores and concessions a number of employees were on furlough during the reference period. Those employees who were furloughed in April 2021 are excluded from this analysis.

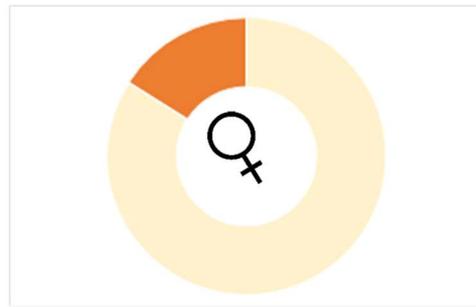
Our workforce is predominantly female. In April 2021, excluding those exclusively receiving furlough payments, QUIZ paid 610 employees and 512 or 84% were female.

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.

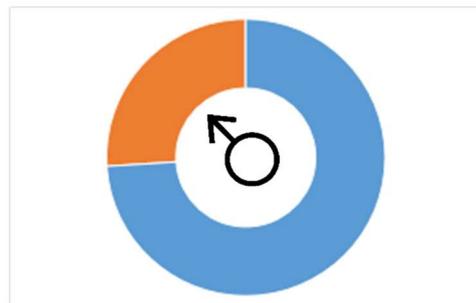
Of the 98 men employed included in the gender pay gap analysis, 32 were engaged at head office.

Our gender pay gap is attributable to these factors.

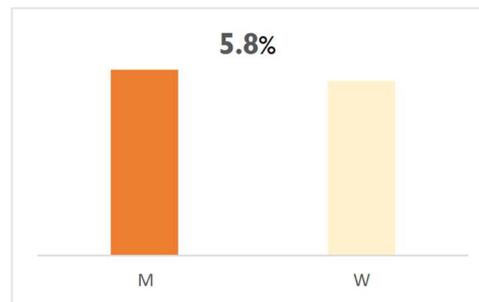
If stores, concessions and our warehouse activities are reviewed separately, our gender pay gap reverses. When head office employees are excluded from the calculations, the median gender pay women is higher than for men by 0.3%.



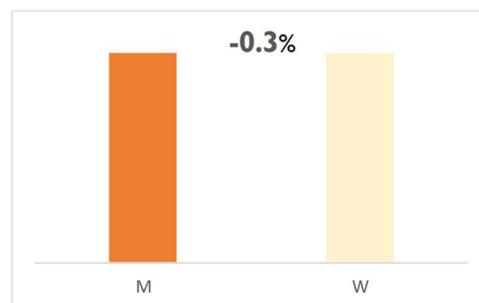
84% of staff employed in 2021 were female



26% of employees engaged at head office are male compared to 16% of total employees.



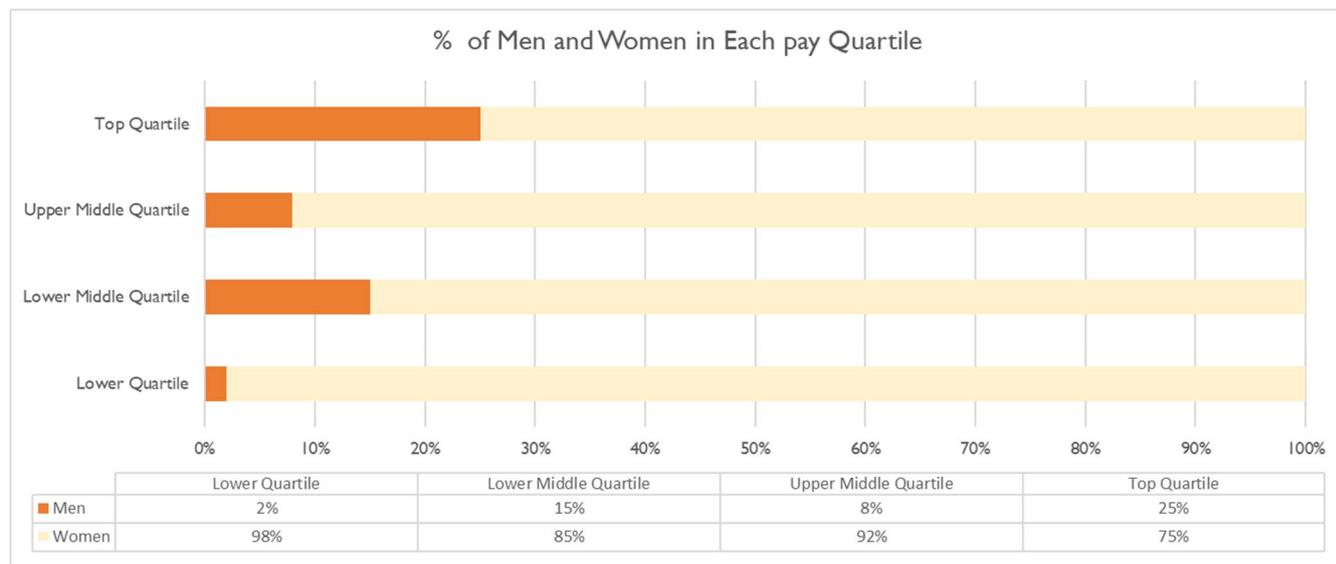
Mean pay gap reduced to 5.8% when head office employees are excluded.



When head office employees are excluded median pay for women is 0.3% higher than men.

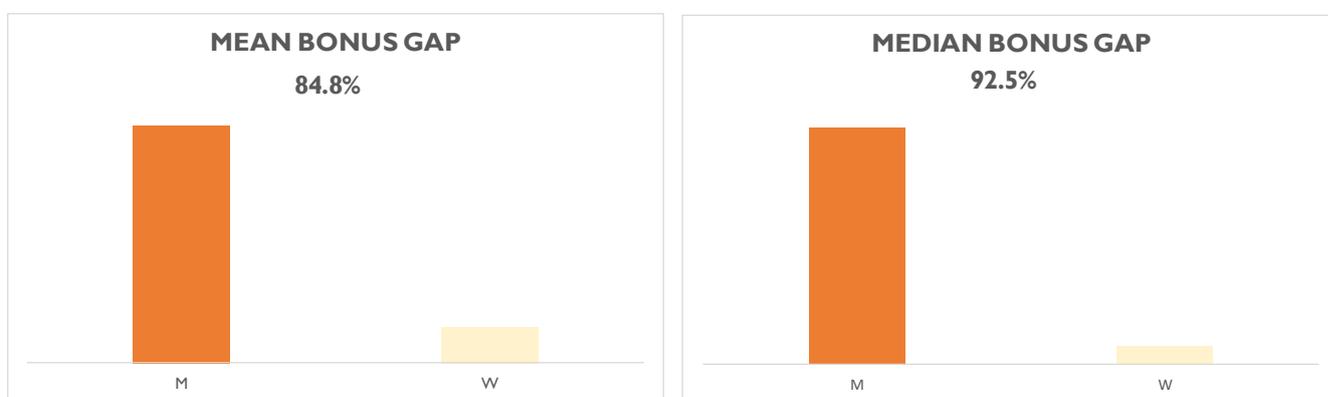
## PAY QUANTILES

Our pay quartiles are shown below:



## GENDER BONUS GAP

The low number of bonuses paid in the year due to the impact of COVID-19 and the concentration on preserving cash has influenced our gender bonus gap.



Only 6 employees received bonus payments, one man and five women. This represented 1% of all employees with a similar % of men and women receiving a bonus.

The analysis is skewed by the small amounts paid. Total bonuses paid amounted to less than £1,500 with the sole bonus paid to a man amounting to £1,000. Given the difficult trading circumstances and the small number of payments made there was a specific rationale for each bonus payment which negates the benefit of the above analysis.

## **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 addressing 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**

**31 March 2022**