

GENDER PAY GAP 2019 REPORT

Introduction from Melinda Paraie



I am encouraged by the progress made since first publishing our data last year and am pleased to say that both our pay gap and bonus gap have improved.

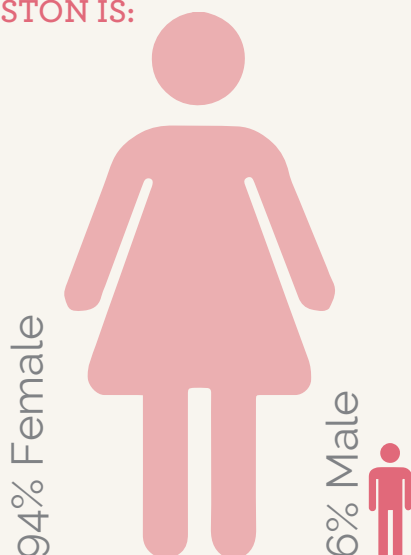
Cath Kidston is the brand that our customers love today because of the talent of our dedicated team; we are committed to recognising the value of all staff and support their progress. As a female leader, I understand the importance of empowering women across the workplace but there is undoubtedly still more work to do.

From our beginnings in a small shop in West London, our modern vintage and nostalgic prints are enjoyed by men, women and children all over the world. It is important that the diversity of our team matches our footprint.

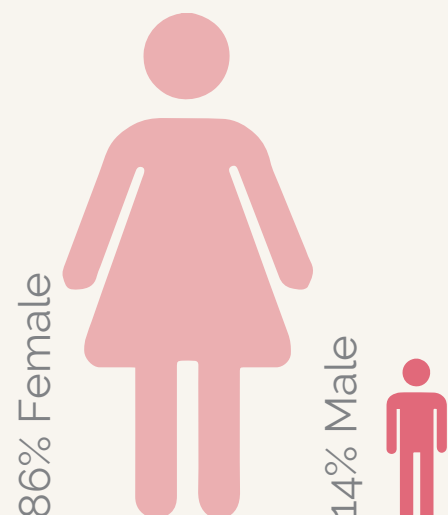
We do have a gender pay gap which is partly due to the gender composition of our retail stores compared to head office. However female representation on the Operations Board was boosted this year and we are seeing more male workers in stores. It is important to me that we continue to increase representation.

Looking ahead to 2019, we will continue to support the Cath Kidston family and we are committed to empowering both women and men to meet their full potential and ultimately closing the gender pay gap. Cath Kidston is proud of its emotional connection to customers, and it is very important to me that regardless of gender, our team feels equally valued.

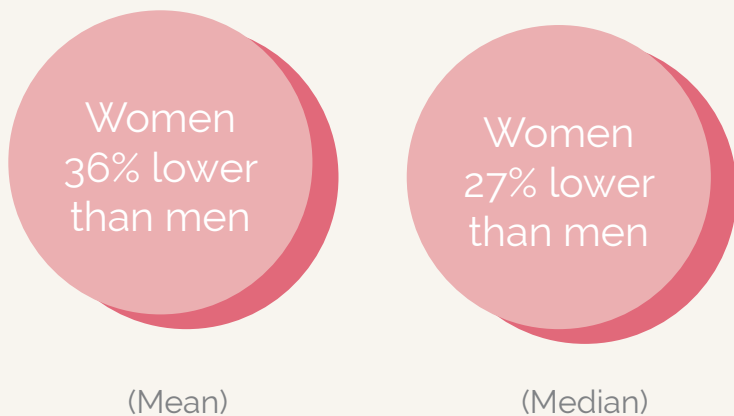
CATH KIDSTON IS:



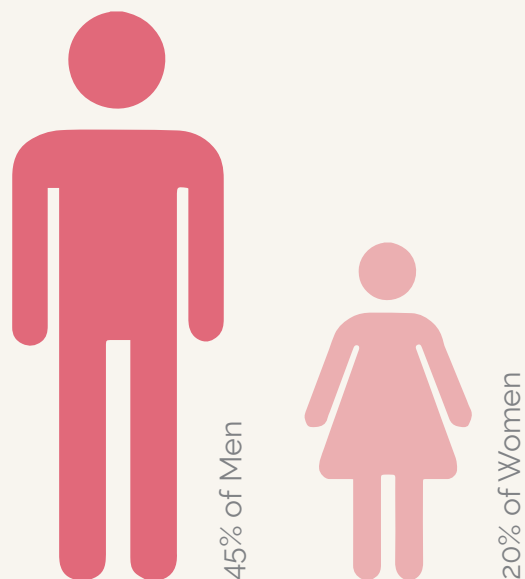
HEAD OFFICE IS:



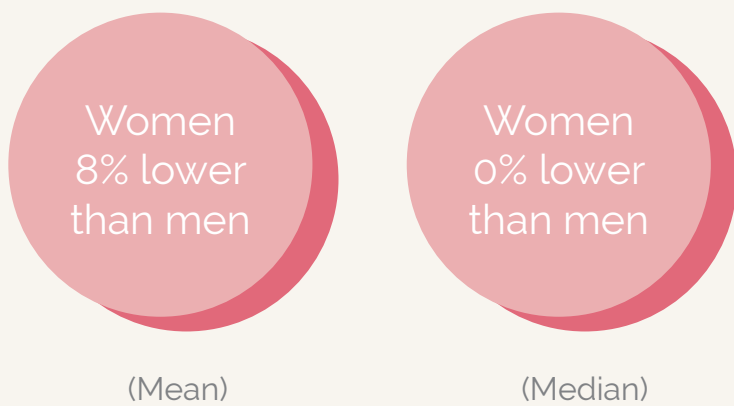
OUR PAY GAP CONCERNING THE HOURLY RATE PAID TO EMPLOYEES IS:



WHO RECEIVED BONUS PAY:



WOMEN'S BONUS PAY IS:



HOW MANY MEN AND WOMEN ARE IN EACH QUARTER OF THE EMPLOYER'S PAYROLL:

UPPER		
Female	246	86%
Male	41	14%
UPPER MIDDLE		
Female	275	96%
Male	12	4%
LOWER MIDDLE		
Female	280	98%
Male	7	2%
LOWER		
Female	278	97%
Male	10	3%

Gender Pay Reporting is completed annually. This report is based on data as of 5th April 2018.