

# JIMMY CHOO

2024

J. CHOO LIMITED GENDER PAY GAP REPORT

# JIMMY CHOO

## INTRODUCTION

Jimmy Choo is a pioneering modern luxury accessories house. Our diverse teams have allowed us to create a unique culture that has become one of our greatest strengths. We encourage our employees to celebrate their differences as much as their similarities whilst sharing a dedicated and collaborative commitment through our values of creativity, openness and courage.

Following legislation introduced in 2017, the UK government requires all employers with 250 or more employees to annually disclose gender pay gap statistics.

Gender pay focuses on the difference in average remuneration between female and male employees, not taking into account differences between roles.

Jimmy Choo welcomes gender pay gap reporting legislation and is committed to a policy of treating all of its employees equally, without any discrimination on the basis of gender, ethnicity, age or any other factors and are pleased to report progress since the last published report.

This report includes the required gender pay gap metrics for J. Choo Limited 2024.

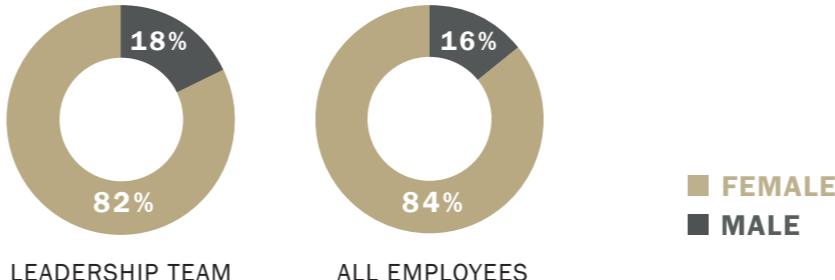
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## OUR PEOPLE

Women make up 84% of our UK business.  
82% of our global leadership team are female, including our CEO and Creative Director.



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## GENDER PAY GAP

The difference in hourly pay between the mean and median hourly pay of women compared to men.

Mean = sum of all pay divided by the number of employees.

Median = the middle of all pay ordered from lowest to highest.

PAY GAP	MEAN	MEDIAN
	0.1%	6.5%

## GENDER BONUS GAP

The difference in total annual bonuses between the mean and median woman compared to the mean and median man.

Mean = sum of all bonus divided by the number of employees who received a bonus.

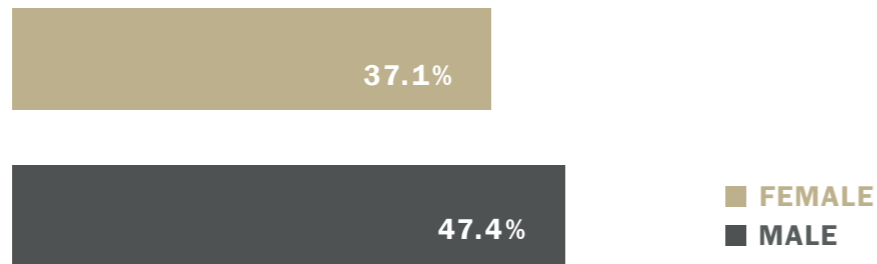
Median = the middle of all bonuses ordered from lowest to highest (excluding those who did not receive a bonus).

BONUS GAP	MEAN	MEDIAN
	-52.4%	-109.2%

A positive number indicates that pay/bonus is lower for women as a group, while a negative number indicated that pay/bonus is higher for women as a group.

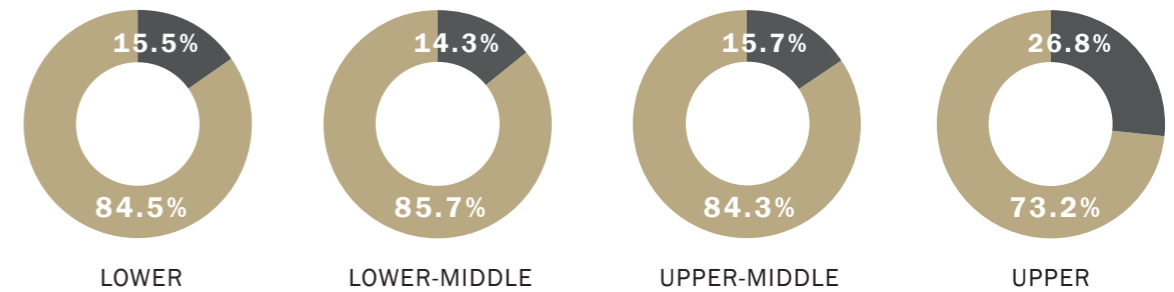
## PROPORTION OF EMPLOYEES RECEIVING A BONUS

Proportion of women/men who received a bonus in the 12 months preceding the snapshot date of 5 april 2024.



## PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE

Percentage of women and men in each equally sized quartile of the salary structure. These are obtained by ordering all salaries from lowest to highest and then considering the first 25% for the lower quartile, then the next 25% for the lower-middle quartile, the next 25% for the upper-middle quartile and the final 25% for the upper quartile.



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## **UNDERSTANDING THE J. CHOO LIMITED GENDER PAY GAP METRICS**

Our mean and median pay gaps are lower than they were in 2023.

At 0.1%, we have essentially no mean gender pay gap.

Our bonus gaps have increased further in favour of women as we have a senior leadership team that remains heavily dominated by female employees.

There is an increase of the proportion of men receiving a bonus compared with 2023. The mean and median bonus gap is very strongly in favour of our female employees. This result is expected due to incentive payments made to our senior leadership team.

We are committed to continuing to create and support an inclusive workplace.

We want all our employees to feel empowered and encouraged to be their authentic selves, keeping our values and vision alive across the brand. From our advertisements, to hiring, onboarding and throughout the full employee lifecycle our values are woven into every aspect of a career journey at Jimmy Choo.

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## REWARD PHILOSOPHY

Our reward philosophy is based on both individual and company performance including behaviours and esg.

We have a clearly defined pay review and reward structure and provide regular training across all employee groups to ensure our hiring, talent assessment, and pay decisions are fair and consistent and in line with our internal policies and frameworks.

In addition, as part of our continued commitment to diversity and inclusion we have delivered trainings across the business including retail and corporate around inclusion to support our employees in raising awareness and equipping them with the skills to lead in the ever-changing landscape.

We continue to look for ways to evolve our people policies and frameworks and look for ways to enhance these through feedback via employee resource groups, safe space sessions and employee engagement surveys.

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## STATEMENT OF ACCURACY

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (gender pay gap information) Regulations 2017.



**ROSALIN MARSHALL**  
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