

The Gender Pay Gap Information Regulations 2017 requires any organisation that has 250+ employees to publish and report specific figures about their gender pay gap. The report must be published on our website, reported to the government and details the following:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

THE DIFFERENCE BETWEEN THE GENDER PAY GAP AND EQUAL PAY

The gender pay gap is different from equal pay. Equal pay covers pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Whilst the gender pay gap shows the differences in the average pay between men and women.

SKECHERS USA LTD distributes Skechers-branded footwear, apparel and accessories throughout the UK and Ireland and has over 1000 employees working across Wholesale, Retail and Corporate Services. There are 47 retail stores in the UK which employ 90% of our workforce. Overall, 67% of the UK population are female.

GENDER PAY GAP AND BONUS GENDER PAY GAP	MEAN	MEDIAN
<p>The gender pay gap is based on hourly rates of pay and includes basic pay, allowances, pay for piecework, pay for leave and shift premium pay received at 5th April 2018.</p> <p style="text-align: right;">Gender Pay Gap</p>	11.73%	-2%
<p>The bonus gender pay gap is based on bonuses* paid within the relevant bonus period (the preceding 12 months ending on the 5th April 2018).</p> <p style="text-align: right;">Bonus Gender Pay Gap</p>	39%	-6%

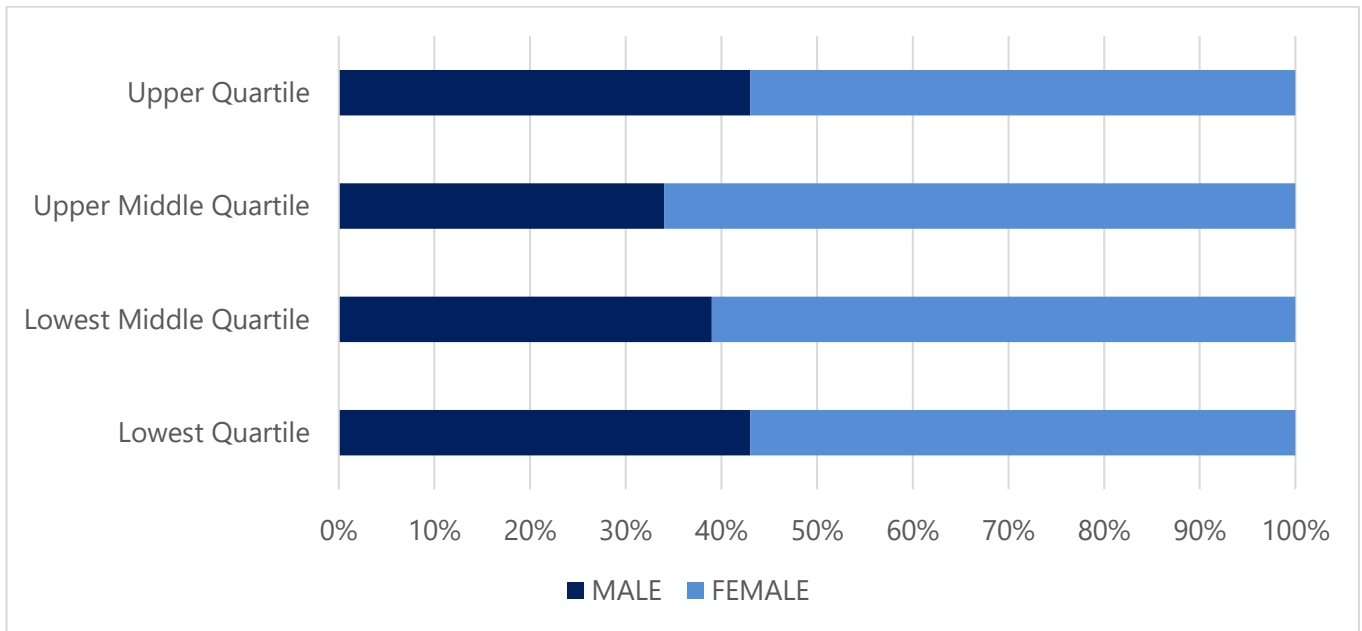
*Bonus pay includes anything that relates to profit sharing, productivity, performance, incentive and commission.

PROPORTION OF EMPLOYEES AWARDED A BONUS

A higher percentage of our female employees received a bonus during the 12-month reference period. These figures show that our male and female employees have an equal opportunity to participate and earn incentives.

FEMALE	94%
MALE	92%

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



Our last gender pay report showed that our gender pay gap was driven by a higher number of males in the more senior levels of our organisation. This is similar in many companies and, as our business has grown and evolved we have had many opportunities to increase the female representation and are pleased to report a positive difference of 8.27% in our mean gender pay and 3% in our bonus gender pay gap from last year.

There is a slight negative gap in the median gender pay and bonus gender pay which shows that, whilst we compensate both male and female employees equally for comparable job roles across our business, the higher population of females in our organisation, especially in our retail stores in which commission and bonuses can be earned and where the majority of our workforce is employed, increases the opportunity for more females to participate and earn incentives,

The Gender Pay and Bonus calculations above include all employees in the UK that are employed by Skechers USA Ltd.

We confirm the data reported above is accurate.

Amanda Reader
HR Manager (UK & Ireland)

Ashdon Uzzaman
Payroll Supervisor