

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 950 employees working across Wholesale, Retail and Corporate Services. There are 42 retail stores in the UK which employ 90% of our workforce. Overall, 60% 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 2017.</p> <p style="text-align: right;"><b>Gender Pay Gap</b></p>	<b>20%</b>	<b>0%</b>
<p>The bonus gender pay gap is based on bonuses* paid within the relevant bonus period (the preceding 12 months ending on the 5<sup>th</sup> April 2017).</p> <p style="text-align: right;"><b>Bonus Gender Pay Gap</b></p>	<b>42%</b>	<b>6%</b>

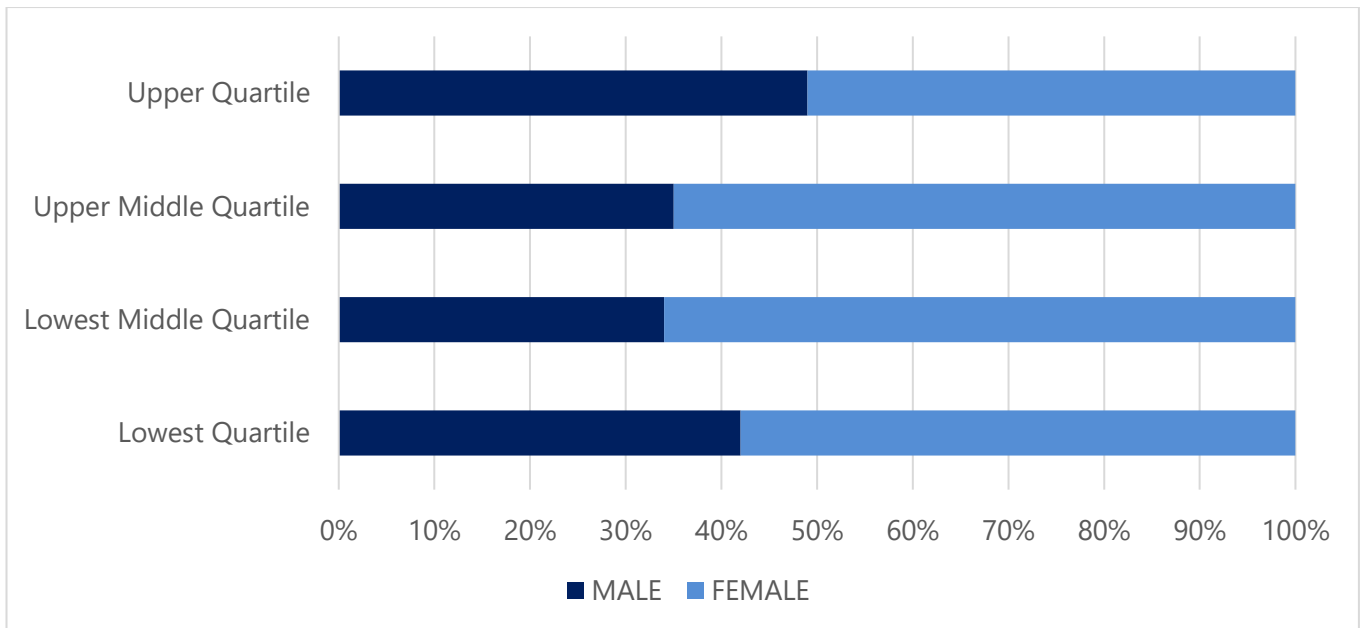
\*Bonus pay includes anything that relates to profit sharing, productivity, performance, incentive and commission.

## 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.

<b>FEMALE</b>	<b>96%</b>
<b>MALE</b>	<b>94%</b>

## PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



There is no gap in the median gender pay which shows that we compensate both our male and female employees equally for comparable job roles across our business. This demonstrates that our mean gender pay gap and mean bonus gender pay gap is not a pay equality issue but is driven by a higher number of men in the more senior levels of our organisation. This is the case in many companies and the solution is to increase the number of female employees in senior positions. With the current growth of Skechers USA, it is likely that we will have more opportunities to increase female representation at the senior level as new roles are created in the business.

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.

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