

OASIS

GENDER PAY GAP REPORT 2017

INTRODUCTION

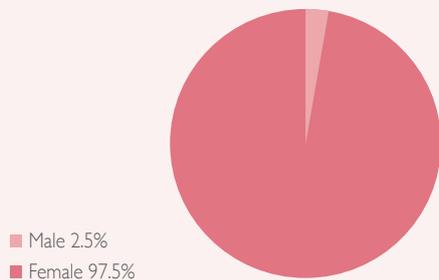
Gender pay reporting legislation requires employers with 250 or more employees in the UK to publish statutory calculations annually showing how large the pay gap is between their male and female employees. The analysis is based on data as at 5th April of each year.

The gender pay gap shows the differences in the average pay between men and women.

This is different to equal pay. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same. It is unlawful to pay people unequally because they are a man or a woman.

OVERVIEW

We employ approximately 1,700 people in England, Wales and Scotland and 44 of those employees are men.



97.5% of our total employees are women and **2.5%** of them are men.

In Retail we employ **1,539** women and **33** men – that's **98%** women and **2%** men.

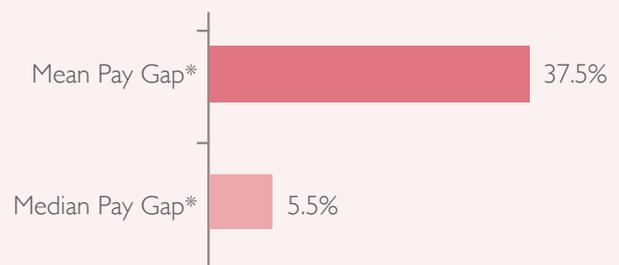
In Head Office we employ **121** employees made up of **110** women which is **91%** of the total, and **11** men which is **9%**.

LEADERSHIP TEAM

Our Leadership team is **67%** female – a fact that we're very proud of. According to research by Firstwomen.co.uk, women make up **60%** of the total retail workforce, but only **10%** of the executive retail board members are female.



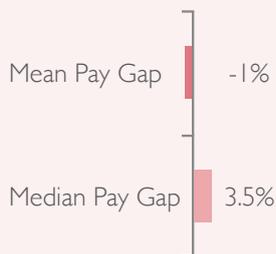
OASIS GENDER PAY GAP



*The mean is the average of a list of numbers and the median is the middle value in all of the numbers listed in a numerical order.

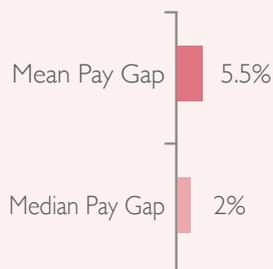
To split this down further we've looked at Head Office and Retail separately, without the Leadership Team being included:

HEAD OFFICE GENDER PAY GAP (EXCLUDING LEADERSHIP TEAM)



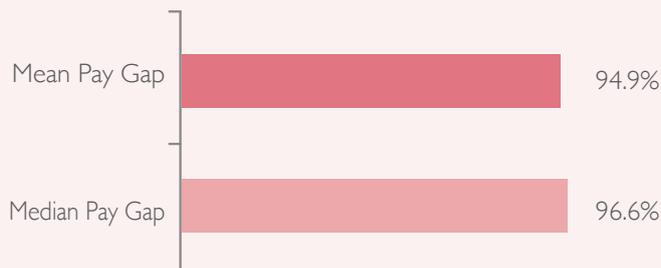
This shows that our average hourly rate for our female staff is higher than the average hourly for our male employees in Head Office. Whilst we are comfortable that men and women are paid equally for the same level roles, this highlights we have more women than men in higher paid roles.

RETAIL GENDER PAY GAP (EXCLUDING LEADERSHIP TEAM)



Most of our Retail roles are Sales Advisors, which are lower paid than management roles. This means that we have a large number of women in lower paid jobs. We believe the Sales Advisor positions are appealing to female applicants, largely because of the flexibility in work patterns (81% of our female retail employees work part time hours), as a female fashion brand, we are even more attractive to female applicants.

OASIS BONUS GAP

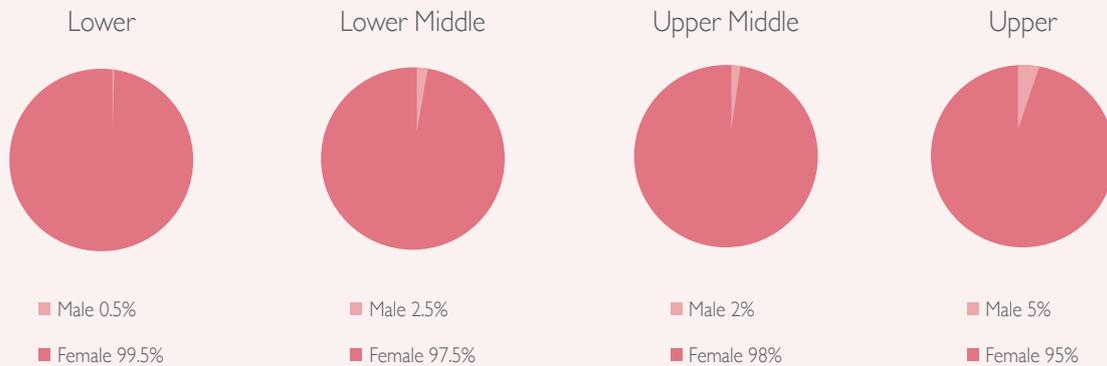


0.5% of our female employees and **2.2%** of our male employees received a bonus.

9 female Retail employees received a performance bonus and **1** Head Office male employee received a one off recruitment incentive. If this payment wasn't included, it would mean a bonus pay gap of **-100%**.

GENDER DISTRIBUTION PER QUARTILE

The data below illustrates the gender distribution across four equally sized quartiles of the business i.e. dividing all our employees in to four equal groups, from lowest to highest paid.



Our quartiles show that we employ a much higher proportion of women than men at all levels across Oasis. Our figures show that our male employees tend to be employed in more highly paid roles.

OUR ACTIONS

Strengthening Access to Head Office Vacancies

We are introducing a new internal vacancy platform allowing any employee looking for that next step the opportunity to search for vacancies. We will be looking to place more emphasis on encouraging our Sales population to take that step into not only more managerial roles, but also into roles within Head Office.

Promoting Our Policies to Support Progression

We believe there are two specific policies that can help make us an even more inclusive organisation and support the progression of our employees. Our Flexible Working Policy and our Shared Parental Leave Policy. Having these policies is good, but we do recognise that we could do a better job of making all employees aware of them. So, we will work with our Retail Area Management teams to understand how we can promote these more.

Developing our Attitudes to Flexible Working

All our employees have the opportunity to request to work flexibly and research shows that flexible working helps support the work / life balance of employees. We will be identifying role models to demonstrate the value uncovered by a flexible working approach.

Raising Awareness and Helping our Managers Learn

Attraction – We want to encourage more men in to our Retail Management and Sales Advisor roles throughout the UK, not just in our Flagship stores and will be reviewing how and where we're advertising our vacancies, in order to attract more male employees.

We are also looking at the need for equality and unconscious bias training for our team leaders and those who have recruitment responsibility.

Supporting National Campaigns

Our CEO, Liz Evans is an ambassador for **Retail Week's 'Be Inspired'** campaign. Its purpose is to improve the representation of women in the retail industry by proactively engaging female leaders.

Liz is also an ambassador for the charity **Speakers for Schools**, which helps state schools inspire their students and broaden their horizons through the experiences and expertise of leading business figures.

We are working with organisations such as **Womenintechology.com**, to attract more females in to our digital and analytical roles in the business and will continue working with these organisations, to encourage more females to pursue more ecommerce-focused careers.

One of Oasis' chosen Company charities is the **Princes' Trust**, whose aim is to provide every young person with practical and financial support to help them embrace all opportunities given to them. We have worked with the **Tomorrow's Talent** initiative, giving young people the chance to see their designs in store.

DIRECTOR STATEMENT

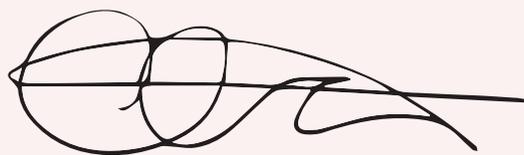
Even though we are proud of the activity we undertake, the gender pay gap shown in this report demonstrates that male employees in Oasis receive a higher average pay rate than our female employees. This is through men being largely underrepresented at our most junior level and more represented in the most senior or highly paid roles and functions.

We welcome the annual requirement to publish gender pay comparisons - it offers an important opportunity to reinforce our existing programme of work, as well as provide us with a stimulus for fresh initiatives.

Reporting annually also allows us to measure the progress that our interventions make, and encourage all our employees to be aware of the contribution they can make to supporting opportunities for themselves and their colleagues.

This report covers employees of Oasis Fashions Limited. The report covers employees at all levels, including our Leadership Team.

I confirm the information and data reported is accurate.



Liz Evans
CEO, Oasis Fashions