



Hamleys Gender Pay Statement

At Hamleys we often describe ourselves as custodians of our brand which has for 260 years been bringing smiles and laughter to children all over the world. We are proud to have created an environment where life at work is enjoyable and fun and we remain committed to our founder William Hamleys' vision and tenacity. Our retail, warehouse and support centre teams work tirelessly to deliver the 'Hamleys Magic' and we are proud of our diverse and inclusive culture.

Women make up 53% of our workforce, down 4% from 18/19, with 55% of our retail employees being female and 54% of our Support Centre being female, down 4% since 18/19. In 2020 Women make up 50% of our senior leadership team, down 10% since 2019.

In this report we are providing information on our gender pay gap for our UK business and for the year 19-20 Hamleys' median gender pay gap of 11.46%.

We are committed to reducing this gap further at Hamleys and we continue to develop initiatives in our business which have equality of opportunity at the heart of their design.

These include a pledge to our staff to:-

- ensure a diverse gender mix for all mid management roles up to executive level at the initial stages of any recruitment drives.
- recognise as part of wider succession planning the need to ensure there are no barriers to women or men approaching the upper quartile in terms of contract type or flexibility.
- continue to improve flexible working arrangements at Hamleys reducing barriers for employees to progress to the upper quartiles.
- work with parents returning from maternity, paternity, parental or adoption leave to ensure clear career discussions are held at the point of return

I remain committed to continuing to drive these initiatives and to ensure that the issue of gender pay and equality of opportunity for all of our employees remains a priority on the Board agenda.

Sumeet Yadav
CEO of Hamleys



Gender Pay Gap - What does it mean for Hamleys?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Hamleys as an employer with more than 250 staff to undertake Gender Pay Reporting and publish the findings. We are providing combined gender pay data for all employees in our legal entities (which include our Support Centre, Stores & Warehouse) across the UK.

In measuring our gender pay gap, this can help us to assess the levels of gender equality in the business and show the difference in average pay between men and women. The gender pay gap differs to equal pay which is unlawful. Hamleys is an equal pay employer and we do not engage in any practices that breach equal pay legislation. In this report we are sharing the mean and median pay gaps between men and women's hourly pay and bonuses.

In calculating our numbers we have applied the following definitions as part of our analysis:-

- Mean gender pay gap - The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Median gender pay gap- The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median bonus gap-The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- Mean bonus gap- The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- Bonus Proportions- The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- Quartile Pay Bands- The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

(CIPD, Gender Pay Reporting)

What do the Hamleys Figures Look Like?

At the point of reporting, for the year ending 2020, Hamleys employed 441 staff, with 207 (47%) of those being male, 1% higher than the last year, and 234 (53%) being female, 1% lower than last year. The below figures are based on this data.

Hamleys mean gender pay gap is 13.16%. This represents the difference between the average salaries of men and women across our business.

Hamleys median gender pay gap is 11.47%. This represents the midpoint between our highest paid employees and our lowest paid employees.

Bonus Payments at Hamleys

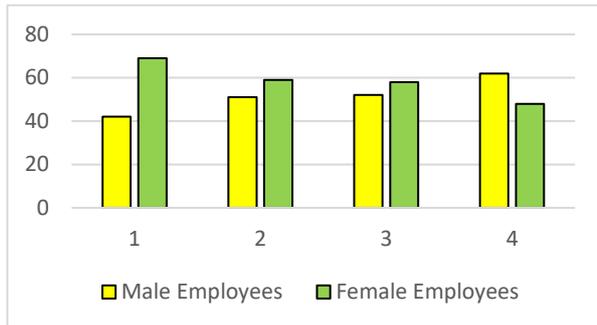
The proportion of men at Hamleys who received a bonus in the 12 months up to 5 April 2020 was 8.17% while for women this was 26.11%. The majority of the bonus payments were made in the Support Centre during the reference period. We do acknowledge that this will have impacted our figures for this year as our CEO is male. At the time of reporting we do however have two non-statutory directors, one of which are Female. In designing the bonus scheme for 2021, whilst we have to respect the purpose of the scheme for senior executives, we are working hard to develop a scheme that rewards equitably at each grade.



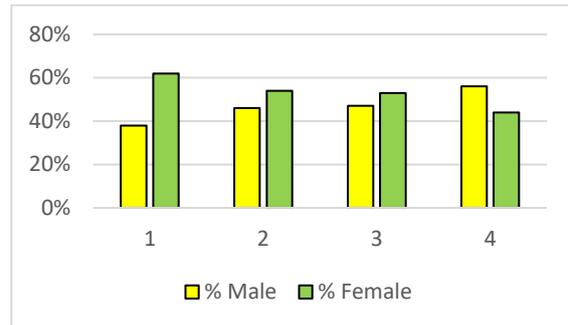
What does our pay gap show us?

The analysis of gender pay gaps by pay distribution quartiles helps us to focus our analysis.

1. Number of men and women per quartile pay band



2. Percentage of men and women in each quartile as a percentage of each gender population



Hamleys employs more women which is typical of the sector. The proportion of earnings split is higher in the female workforce across the lower quartile, which includes the majority of our part time employees who work across the retail base. 62% of our lower quartile is female and 38% are Male. The split between the lower middle and upper middle quartiles is closer as 54% of our lower middle quartile is female (46% Male) and 53% of the upper middle quartile is female (47% male). There is a spike in the upper quartile showing that the proportion of the female workforce (44%) earnings is lower than the proportion of the male workforce (56%) earnings. This quartile predominately includes our Support Centre workforce of which we have a balanced number of male and female middle managers. We have 3 females on our senior leadership team out of a team of 6. It is noted that the Board consisting of 1 member is male.

Hamleys Gender Pay Action Plan

In posting our results we recognise the need to continue to ensure when creating and reviewing policy and procedure and reward and compensation programmes, that these do not pose any potential barriers to both men and women. We will continue to use our existing forums to listen to our teams and reduce this gap further.

Over the next 12 months we will work to embed the areas outlined in our pledge and closely monitor progress on reducing our gender pay gap.