

JOSEPH

Gender Pay Gap Report 2019

Gender Pay Gap

In accordance with 'The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017', employers with 250 or more employees are required to disclose annually their gender pay gap metrics.

Gender pay focuses on the difference in remuneration between female and male employees.

Gender pay differs from equal pay. Equal pay refers to whether women and men are being paid equally for the same or similar work.

At JOSEPH we value all genders and gender identities, although for the purposes of the Gender Pay Gap Report and in line with the legislation, 'The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017', we have focussed on men and women.

Calculating The Gender Pay Gap Measurements Metrics

Median Gender Pay Gap

The difference between the median hourly rate of male employees and that of female employees.

Mean Gender Pay Gap

The difference between the mean hourly rate of male employees and that of female employees.

Median Bonus Pay Gap

The difference between the median bonus pay paid to male employees and that paid to female employees.

Mean Bonus Pay Gap

The difference between the mean bonus pay paid to male employees and that paid to female employees.

Bonus Proportions

The proportion of male and female employees who were paid bonus pay during the year.

Quartile Pay Bands

The proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Statement from Barbara Campos CEO

"At JOSEPH Limited, we are committed to achieving a culture of diversity, inclusivity and gender balance. We value talent, regardless of age, gender, ethnicity, sex or any other factor.

We are proud of our diverse workforce and of the talented women that drive the business forward. We value, recognise and pledge our commitment to these women as we all strive together to meet our ambitions. Since the first report in 2017 we have made some good progress in narrowing the gap, although we recognise that there is still more work to do."

Barbara Campos, CEO



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METRICS

The gender pay gap calculates the difference in the hourly pay of all men and women in an organisation. This number is expressed as a percentage of male employees' hourly pay.

The mean calculation is the overall average of all employees' salaries. This average can be heavily impacted by salaries that fall within the higher and lower quartiles.

The median calculation places all salaries - lowest to highest and selects the salary that falls in the middle. This ensures that salaries that fall within the lower and upper quartiles do not have an impact on this figure.

In many organisations the main issue is the number of women who occupy senior roles, however that's not the case for JOSEPH Limited. Our goal however is to achieve gender balance at all levels.

OUR METRICS

	Mean	Median	Proportion receiving bonus pay	
Pay Gap	-3.77%	5.6%	Women	46% 
Bonus Pay Gap	39.13%	-0.68%	Men	27% 

PERCENTAGE OF WOMEN AND MEN IN EACH PAY QUARTILE:

	Lower	Lower Mid	Upper Mid	Upper
Women	20%	65%	71%	67%
Men	80%	35%	29%	33%

COMPANY BREAKDOWN

	Head Office	Retail	Directors	Café
Women	93	87	1	1
Men	33	35	1	6

Explaining the Gender Pay Gap at JOSEPH Limited

The mean figure is currently slightly favourable towards women. The mean figure is driven by a high percentage of our leadership team being female.

The small JOSEPH Limited gender pay gap is predominantly driven by the structure of the workforce; the vast majority of our employees work in retail and are female.

The mean bonus includes commission paid to all retail staff. This is driven by strong sales commissions within the retail function from male employees. Although commission is available across the retail function, it is paid to those who achieve sales and the commission payable is dependant on the sale in question.

There is a much higher concentration of females in the majority of the quartiles. JOSEPH Limited has a higher proportion of females, making up 71% of the total workforce. Female occupation of roles covers the entire workforce from the more junior roles to the CEO.

JOSEPH Limited can confirm that all calculations have been undertaken in line with the guidance and regulations, with all efforts made to ensure a robust and methodical approach to the production of our findings.



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