

Gender Pay Gap Report 2020 – Max Spielmann Limited

Max Spielmann Limited employs some 946 colleagues across the UK and is part of Timpson Group. Since Timpson’s acquisition of Max Spielmann in December 2008, Max Spielmann has remained committed to being a fair and inclusive employer which seeks to enable colleagues, regardless of gender, race, ethnicity, or sexual orientation to reach their potential with us. This remains of the utmost importance to us and as such, we look to continually challenge ourselves to be more inclusive. We are proud of the opportunities we have been able to create for so many people, including the special opportunities provided through our Timpson Foundation since 2004 for both female and male ex-offenders.

As with many retailers, Max Spielmann Limited was significantly impacted by Covid-19 and the subsequent national lockdown of Spring 2020. Despite this, we supported all our colleagues, including those who might ordinarily have been absent due to family leave or unpaid leave, by paying full basic pay. The impact of supporting our colleagues by topping up their furlough pay has an impact on our Gender Pay figures.

Our report on gender pay and bonus pay gap follows the latest methodology set by the UK Government comparing the hourly rates of pay between our male and female colleagues regardless of their roles, as at 5th April 2020. Gender pay gap analysis is different from equally pay. Equal pay is concerned with men and women receiving equally pay for the same or similar work of equally value, a principle that is followed throughout our business. The gender pay gap is concerned with showing the difference in the average hourly earnings of men and women regardless of their roles across the business.

Gender Pay and Bonus gap – the table below shows Max Spielmann’s mean and median hourly gender pay gap as at 5th April 2020 and it also shows the bonus gap for the 12 months to 5th April 2020

	2020	2020	2019	2019
	Mean	Median	Mean	Median
<u>Max Spielmann Gender Pay & Bonus Gap</u>				
Difference between men and women				
Gender Pay Gap	1.6%	-0.4%	2.7%	1.5%
Gender Bonus Gap	15.7%	25.1%	-2.7%	-5.3%

The bonus and pay gap figures above show the difference between average hourly and bonus pay levels for women at Max Spielmann as defined in the regulations. The positive percentage figure shows the degree to which women earn on average less per hour than their male counterparts.

Everyone in Max Spielmann is eligible to participate in our bonus scheme. Our bonus gap is influenced by our gender mix of branch and field management roles, where men make up just 28.2% of the Max workforce.

Proportion of male and female colleagues receiving bonus pay

	<u>2020</u>
Female	68.6%
Male	66.2%

Pay quartiles – this table shows the proportion of males and females across Max Spielmann in four equally sized groups, with each quartile containing 236 colleagues, sorted by level of pay ranging from quartile 1, which shows the lowest paid colleagues to quartile 4, which includes the highest paid colleagues.

	Lower Quartile	Lower- middle Quartile	Upper middle Quartile	Upper Quartile
	2020	2020	2020	2020
Female	70%	75.4%	72.9%	68.8%
Male	30%	24.6%	27.1%	31.2%

Max Spielmann employs far more females than males, including the top pay quartiles of our business. However, we continue to analyse and review the findings of our Gender Pay Gap report.

I confirm that our data in this report is accurate.



Paresh Majithia
Finance Director