

**OVERVIEW**

Following on from 2019, where we presented our second Gender Pay Gap data for 2018, in line with the legislation under the Equality Act 2010, we have now calculated our 2020 results which are illustrated below:

**PAY & BONUS GAP**

	MEAN	MEDIAN
Pay Gap	14.5%	0.2%
Bonus Gap	64.9%	14.8%

**TEAM DEMOGRAPHIC**

205 employees

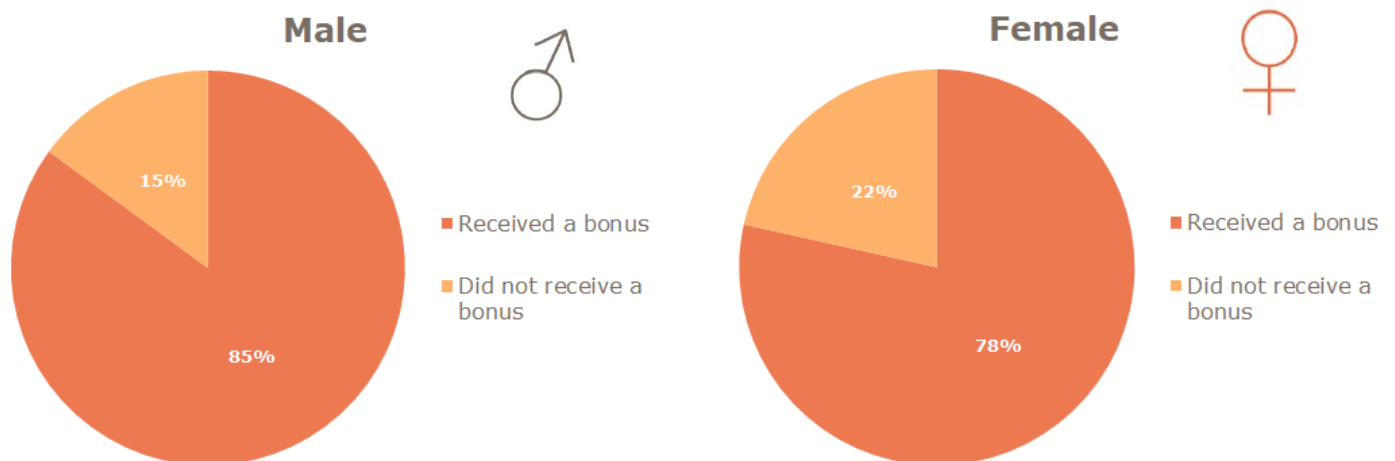


**SUMMARY**

The above shows our overall mean and median Gender Pay Gap based on hourly rates of pay at the snapshot date, 5th April 2020. Early indications show that our gender pay gap of 14.5% is lower than the UK average of 15.5%. It is worth noting that due to the Government furlough scheme (CJRS) that was in force at the time of the snapshot date, we were only able to include 205 employees (62%) out of 330 in our pay gap analysis.

Our median bonus gap has increased from -13.8% in 2018 to 14.8% in 2020, which illustrates a significant rise in the amount of bonus payments our female colleagues are receiving as a whole.

**PROPORTION OF COLLEAGUES AWARDED A BONUS**

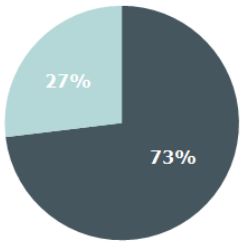


Fossil had an increase of 11% in females receiving a bonus and a 17% rise for males, when compared to 2018.

## PAY QUARTILES

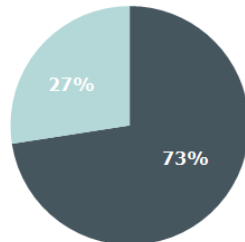
### Lower Quartile

■ Female ■ Male



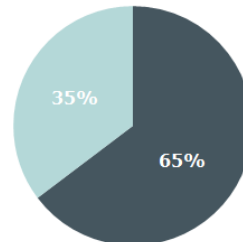
### Lower Middle Quartile

■ Female ■ Male



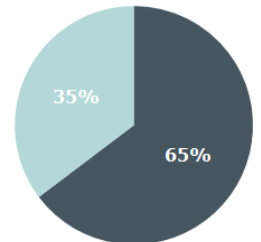
### Upper Middle Quartile

■ Female ■ Male



### Upper Quartile

■ Female ■ Male



## UNDERSTANDING OUR DATA

At Fossil, we are confident that men and women are paid equally for doing the equivalent job across our business. Our data shows the gender distribution at Fossil UK, across four pay quartiles, each containing just over 50 employees.

Fossil UK has a much higher percentage of female employees across all four pay quartiles and our gender demographic is identical in both the lower and upper quartiles for both genders.

Our bonus is offered to selected employees at differing levels within the business and is performance related. Employees of the same level have the same bonus opportunities. Bonus is paid monthly, quarterly and annually based on targets set out in each bonus scheme.

## OUR ACTIONS

In the last twelve months, we have continued to invest in our female colleagues and this is demonstrated by a predominately female Senior Leadership Team.

Of the internal promotions that have occurred, 69% of these have been female and with the introduction of a new hybrid working model about to come into practice, we are confident that the sustained flexibility and importance of having a suitable work/life balance will continue to attract an even broader female workforce.

I can confirm that the data reported is accurate.

Sarah Dunn

Head of HR