
FRANCE

GENDER EQUALITY INDEX

2022

WHO ARE WE?

Deckers Brands is a global leader in designing, marketing and distributing innovative footwear, apparel and accessories developed for both everyday casual lifestyle use and high performance activities. Our portfolio of brands includes UGG®, Koolaburra by UGG®, HOKA®, Teva® and Sanuk® and our products are sold in more than 50 countries and territories through select department and specialty stores, company-owned and operated retail stores, and select online stores. Deckers Brands has a 50-year history of building niche footwear brands into lifestyle market leaders attracting millions of loyal consumers globally.

Deckers France SAS is composed of ~100 employees with a split of 70% in our retail stores and 30% based in it's head office.

Deckers France gender split is 50.5% women vs 49.5% men.

- head office : 36% women vs 64% men;
- retail : 57% women vs 43% men.

WHAT IS IT?

The Gender Equality Index - which measures 4 different gender equality rating criteria, is calculated out of a total of 100 points, including:

- the gender pay gap across different age groups,
- the difference in the distribution of men and women receiving individual increases,
- the number of employees who received pay increases in the year upon their return from maternity leave, and
- the number of women among the top 10 highest-paid employees.

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OUR SCORE



76/100

1. Pay Gap 36/40
2. Increases 35/35
3. Maternity Leaves 0/15
4. Highest Compensation 5/10

ACTIONS

Our strategy is underpinned by a desire for continuous improvement, and whereas our results reach the required standard, there is more we can be doing to Recruit, Retain and Develop our Talent and we are addressing these gaps in part through our work with diversity, equity and inclusion. We recognize that 70% of our workforce in France work in our retail stores where salaries are typically in line with CBA rates, and within this employee population, 57% are women. In our Head Office, where salaries are generally higher than in retail, and the roles themselves are more senior, 36% of the employee population are women and this is impacting both our Highest Compensation and Pay Gap results. We see opportunities to increase the number of women working in our Head Office environment.

We understand that some individuals do not identify as either male or female, and we support all gender identifications, but for the purpose of this work, we adhering to the legal requirements and presenting data through the lens of two genders.

Here we outline our commitments:

Highest compensation & Pay Gap:

- We will target a 60/40 gender balance in our French Head Office management roles by 2030'
- We will ensure our vacancies are advertised widely both internally and externally, gender neutral and we will implement balanced & diverse shortlisting pools using diverse recruitment websites.
- We will educate our team on what Career Development is available by:
 - Holding an EMEA-wide Learning Week,
 - Driving participation in our mentorship program
 - Encouraging managers to use the individual coaching program
 - Educating on where EMEA vacancies can be found
 - Implement Talent Review & Retention discussions specifically for the French region
- We will continue with our current strategy to hire senior leaders into non-UK locations across Europe

Maternity Leave:

- We are confident our employees on maternity leave are treated fairly, our score is a result of an individual receiving a salary increase just prior to her maternity leave instead of during or after it (which is the requirement of the legislation). Given this, we will commit to the following:
- We will continue to include those on maternity leave in our merit & bonus processes
- We will review salaries of all maternity returners