

SWAROVSKI



UK Gender Pay Gap Report 2025

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FOREWORD



Welcome to our 2025 Gender Pay Gap Report.

At Swarovski UK, we are committed to being a brand, and employer, that builds the principles of equality and inclusivity into everything that we do.

Annual reporting of our gender pay gap provides us with an opportunity to evaluate our progress in this area. Whilst the brand continues its journey of building luxury at scale, our people remain the cornerstone of our success. Equality and inclusivity are a key part of this.

At Swarovski we are committed to accelerating action for gender equality. As a global business, 76% of our workforce, and 41% (up from 39% in 2023) of the company's senior leadership positions are held by talented, creative, and dedicated women. In the UK we are proud to share that over 60% of our local leadership team is made up of women. As a global business we support various initiatives that drives our commitment to women's empowerment and equality. Through the generation of a new Employee Resource Group eMpoWer, we aim to promote workplace equality through cross-gender collaboration. Alongside other global initiatives, this group of both male and female employees host events, workshops, round tables, and panel discussions with the mission to empower women with essential skills and encourage teamwork throughout the company.

Encouragingly, the figures in this report indicate that the gender pay gap in the UK has decreased since last year. Despite this positive shift we remain focused on maintaining this movement in 2025 and beyond. In this report you will find more detail on the reasons behind the gender pay gap data, and what steps we are taking to continue to uphold our commitment to offering all employees equal opportunity for reward and progression.

A handwritten signature in brown ink, appearing to read 'CA Ash'.

Craig Ash

**General Manager of the Swarovski Crystal Business
UK & Ireland**

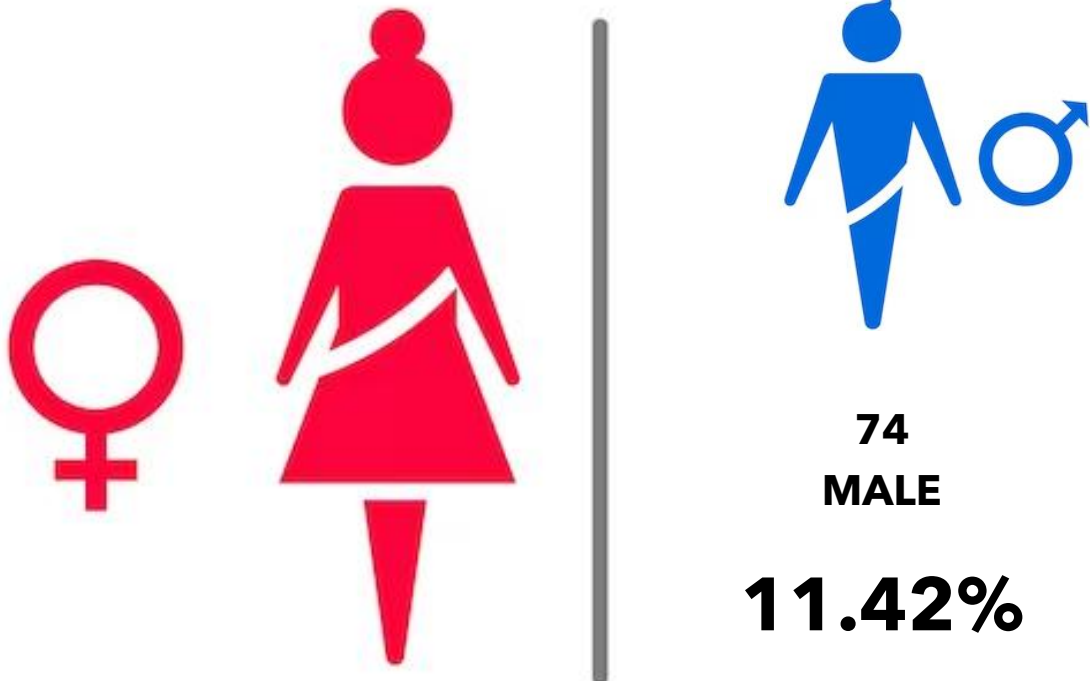
Declaration:

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

STATISTICS

Our report is based on employee data from the snapshot date of 5th April 2024 and relates to our employee population who were working at Swarovski UK at the time, of which 648 employees were identified as relevant.

Relevant employees reported for our hourly pay gap



574

FEMALE

88.58%

74

MALE

11.42%



PAY GAP & BONUS GAP

**MEDIAN GENDER
PAY GAP**
1.38%
less

**MEAN GENDER
PAY GAP**
19.44%
less

The Mean and Median Gender Pay Gap have both decreased significantly compared to the data provided for 2023, largely driven by a company restructure in 2024 which included the closure of one of our Warehouse sites that predominantly employed men.

**MEDIAN GENDER
BONUS GAP**
3.45%
More

**MEAN GENDER
BONUS GAP**
8.36%
less

The gender pay gap at Swarovski UK continues to be largely influenced by the disproportionate distribution of women and men across our business. By the very nature of the product that we sell we find we attract more female applicants in our retail stores.

Men make up only 11% of our employee population, with the majority working in our head office, where roles are typically more specialised and therefore remuneration is higher.

MALES RECEIVING BONUS
87.84%

FEMALE RECEIVING BONUS
93.73%

Above you will find the percentage proportion of females and males receiving a bonus, in the year ending 5th April 2024 which has switched to a higher percentage of women receiving bonus last year compared to our male population.

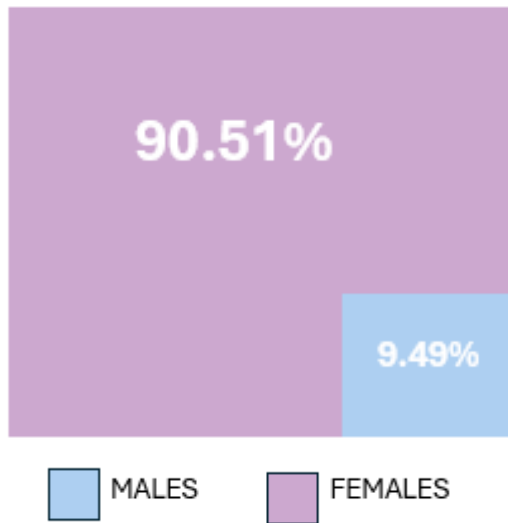
Mean Pay Gap-The raw difference between men's average pay and women's average pay, expressed as a percentage.

Median Pay Gap-The difference in pay between the middle-paid man and middle-paid woman expressed as a percentage.

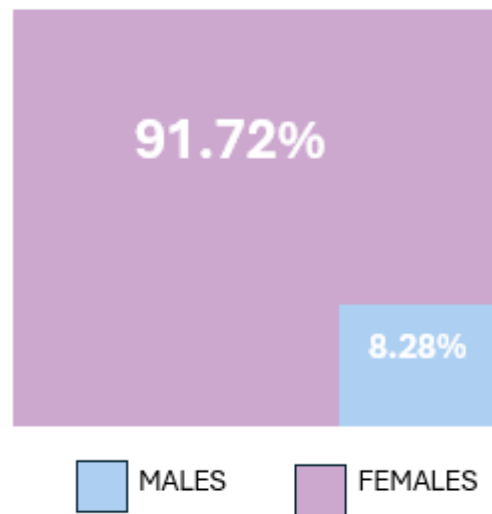
PAY QUARTILES

For the 648 relevant employees in this year's report, we have broken them down into the following four quartiles:

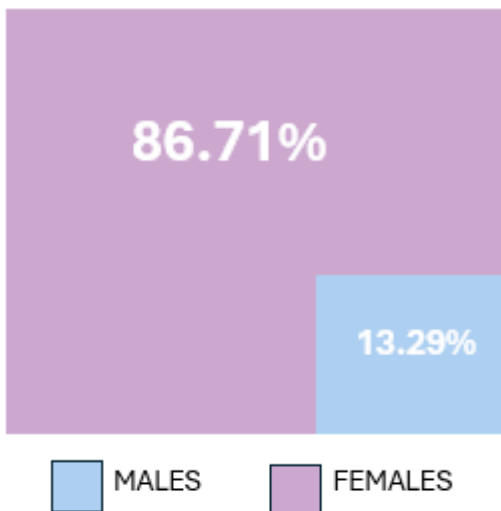
LOWER QUARTILE



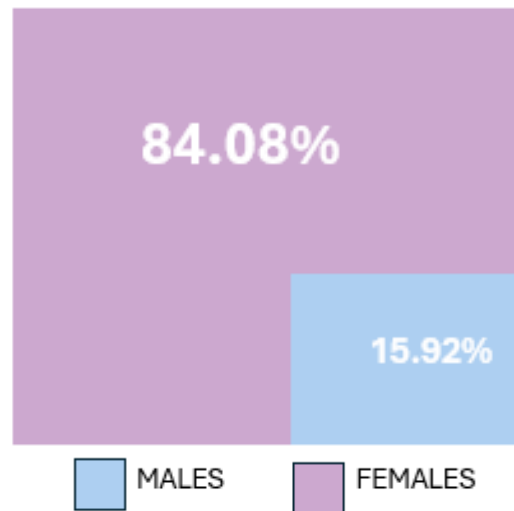
LOWER MIDDLE QUARTILE



UPPRE MIDDLE QUARTILE



UPPER QUARTILE



As the figures show, although all four quartiles are heavily weighted towards female employees, the first two quartiles stand at over 90%. This indicates a significantly higher number of female employees in entry level roles with entry level pay, which has an overall impact on the average female pay across the whole Swarovski UK business.

ACTIONS & COMMITMENTS

We remain committed to exploring ways in which we can work to close the gender pay gap and open up opportunities for development and progression. Below are some examples of our most recent initiatives and ongoing commitments:

- Swarovski continues to focus and invest in building fair and inclusive processes, ensuring employees have equitable opportunities supported by policies, training and open-feedback with new initiatives launched this year to promote and enable these commitments including a global Culture Survey as well as new processes and channels to share feedback internally.
- With over 60% of our UK Leadership Team made up of women leaders, we champion female leadership and have actively supported internal succession of female leaders by adopting a flexible approach to our company culture, embedding family-friendly policies and taking an agile approach to our ways of working.
- As a business we commit to work with diverse suppliers to create economic opportunity and enhance business opportunities for underrepresented groups. We focus on integrating the impact of gender diversity into our supplier selection. We also focus on a diverse representation in our marketing messaging and imagery, including gender, age and ethnicity to promote equality and diversity.
- The Swarovski Foundation continues to partner with key charities that support women globally. The Swarovski Foundation started a partnership with Village Enterprise in 2024 to support their program in Busia County, Kenya, helping to build resilience to empower female entrepreneurs in Rural Kenya. We commit to supporting important events and campaigns that help to empower women beyond our local business.
- We continue to leverage our voluntary Employee Resource Groups (ERGs) that contribute to fostering a more diverse and inclusive workplace whilst empowering women beyond the internal business.

At Swarovski we believe that respecting and supporting each other creates an environment where creativity flourishes and innovation blossoms, fostering a truly inclusive workplace.

