

BARRIE KNITWEAR LIMITED

GENDER PAY GAP REPORT 2017/18

INTRODUCTION

The history of the Barrie company dates back to the turn of the 20th century when two local entrepreneurs Walter Barrie and Robert Kersel opened a factory in Hawick to manufacture the finest knitted hosiery and underwear.

In addition to selling Barrie's own collection the company specialises in developing and producing Cashmere products for many of the world's most prestigious couture houses and luxury private label businesses together with coveted designer labels. It is unlikely that any other knitwear company can boast that their products are shown on so many influential catwalks annually.

Barrie is committed to equal pay and a transparent, open and gender balanced recruitment process.

GENDER PAY GAP REPORTING

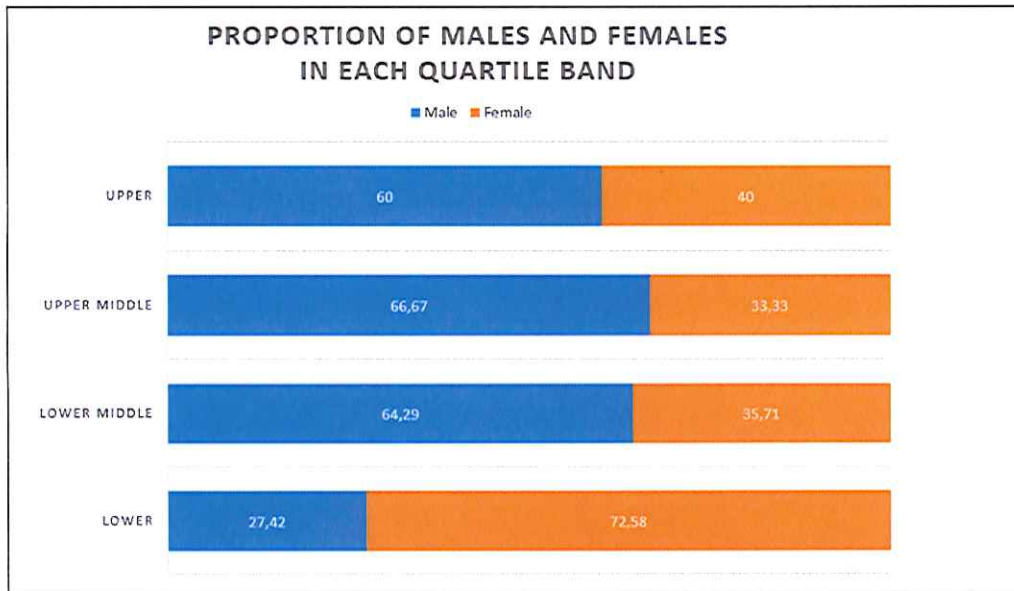
The Gender Pay Gap looks at the average difference between men and women's pay across all roles in a company. This should not be confused with equal pay for equal work, which considers the difference in pay between men and women who undertake the same or similar roles.

All companies with 250 or more employees are required to report their Gender Pay Gap based on a snapshot of ordinary pay on 5 April each year and any variable pay received in the twelve months prior to this date.

There are no Gender Bonus Gap figures as Barrie does not currently have a bonus policy in place, hence we are reporting the Gender Pay Gap figures only in the information below.

OUR GENDER PAY GAP

	Mean	Median
Gender pay gap	25.6%	11.1%



UNDERSTANDING OUR GENDER PAY GAP AND OUR OPPORTUNITIES TO CLOSE THE GAP GOING FORWARD

While it is recognised that there is a predominance of male employees in some areas of the business, with the exception of our frontline roles (lower band) which are currently weighted more towards female employees, this is due to historical representations of males and females being attracted to apply for certain roles within our industry at large.

We are continuing to drive awareness of all roles being gender neutral through our recruitment open days, liaison with local organisations such as our newly opened Borders Textile training centre, and schools and Developing Young Workforce (DYW) partnerships, showing that we welcome all applicants regardless of gender, for all our vacancies. We are reinforcing this message in the way we do all our recruitment advertising and in our recruitment channels to market, making sure all our recruitment literature both online and offline is gender neutral and that our end to end recruitment assessment processes are focused on always getting the best person for the role. The HR team partner hiring managers to continue to enhance all our managers' capability to proactively embrace all opportunities for diversity and inclusion when bringing in new talent to our business.

In summary, the Barrie recruitment process is designed to select the person best capable to carry out any role within the business, irrespective of gender and we will continue to focus on how we take all opportunities available to us to decrease our gender pay gap.

In terms of our four quartiles outlined above, we are delighted to have made some good progress in recent years in that a number of key senior roles within the business have increasingly been filled by females (see our upper and upper middle quartiles in the diagram above), however we want to continue to focus on decreasing further our gender pay gap at not just these levels but all four of the quartiles in our business. We will achieve this through continuing to develop and enhance the capability and education of our managers as part of their ongoing management development programme, to embrace all opportunities for closing the gender pay gap and

proactively embrace diversity and inclusion in all their recruitment, development and internal promotion activities.

Over the coming year, we will continue to make sure all our roles are accessible, regardless of gender, in keeping with our strategy of recruiting the best people for our business and creating development opportunities for all our employees based on their performance and potential. Talent development reviews will play a key part in making sure we seize all opportunities to reduce our gender gap through developing, motivating and retaining our successional talent and tailoring our development programmes to make sure we are fully supporting female progression at all levels based on their capability and potential.

DECLARATION

The calculation, data and assertions contained in this announcement are accurate and apply the methodology provided in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jan Young
Managing Director