

BARRIE KNITWEAR LIMITED

GENDER PAY GAP REPORT 2019

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.

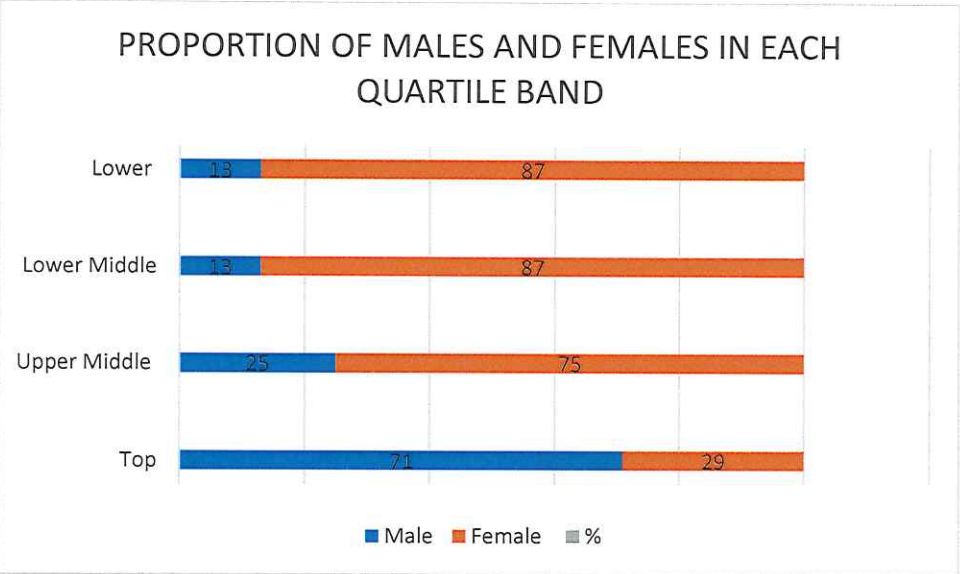
All companies with 250 or more employees are required to report their Gender Pay Gap based on a snapshot of ordinary pay on 5 April each year and any variable pay received in the twelve months prior to this date.

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 2019	Median 2019
Gender pay gap	26.14%	27.75%

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.

There has been a positive shift in the Mean gap and business will continue to identify opportunities to close this gap in line with the skills differential of the roles across the organisation.

We are continuing to drive awareness that all our roles are gender neutral through our recruitment open days, liaison with local organisations and recruitment partners. We are reinforcing the messages through our recruitment literature both online and offline and all other recruitment channels to market. 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.

Barrie's 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 to embrace diversity and inclusion and decrease our gender pay gap.

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