
FRANCE

GENDER EQUALITY INDEX

2024

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®, and Teva® 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 91 employees with a split of 63% in our retail stores and 37% based in its head office.

Deckers France gender split is 49% women vs 51% men.

- head office: 44% women vs 56% men;
- retail: 53% women vs 47% 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



98/100

1. Pay Gap 38/40 (=)
2. Increases 35/35 (=)
3. Maternity Leaves 15/15 (=)
4. Highest Compensation 10/10 (=)

For the 2nd year in a row, Deckers France SAS received the score of 98 points out of 100.

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 continue to recognise that 63% of our workforce in France work in our retail stores where salaries are typically in line with CBA rates, and within this employee population, 53% are women. In our Head Office, where salaries are generally higher than in retail, and the roles themselves are more senior, 44% 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:

Pay Gap:

- We will target a 50/50 gender balance in our French Head Office management roles by 2029.
- We will continuously evaluate our diversity strategies in recruitment, allowing us to gain a deeper insight into our talent pool and encourage a gender equal selection process.
- 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 implement audits for our promotion processes and develop strategies to ensure diversity and inclusivity as employees advance within the company.
- 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