



Claire's Accessories UK Limited ('CAUK' – Stores / Field)

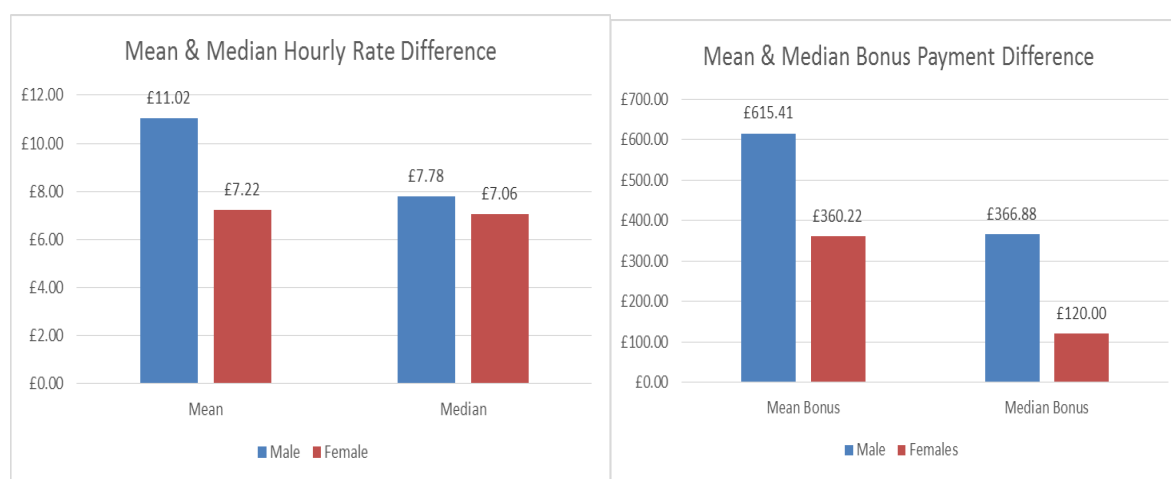
Gender Pay Gap Report 2017

Claire's Accessories UK employs circa 2,300 employees in various field operations roles ranging from Sales Assistants to Territory Vice President. 98% are women.

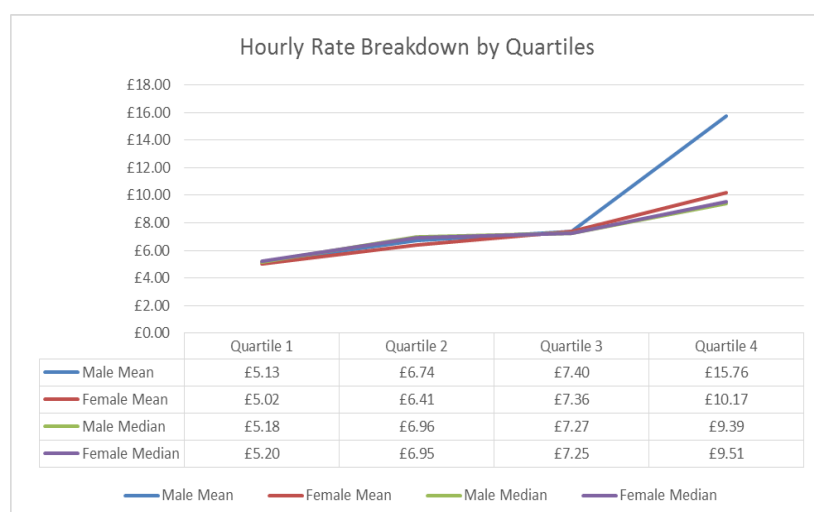
Hourly Rate & Bonus Pay Gap

The below shows CAUK's mean and median gender pay gap based on hourly rates of pay as of the April 5th 2017 snapshot date. The results are shown as percentage differences between males and females.

	Mean	Median
Hourly Rate	34.5%	9.2%
Bonus Pay	41.5%	67.3%



A further breakdown of the hourly rate differentials in each quartile is outlined below.

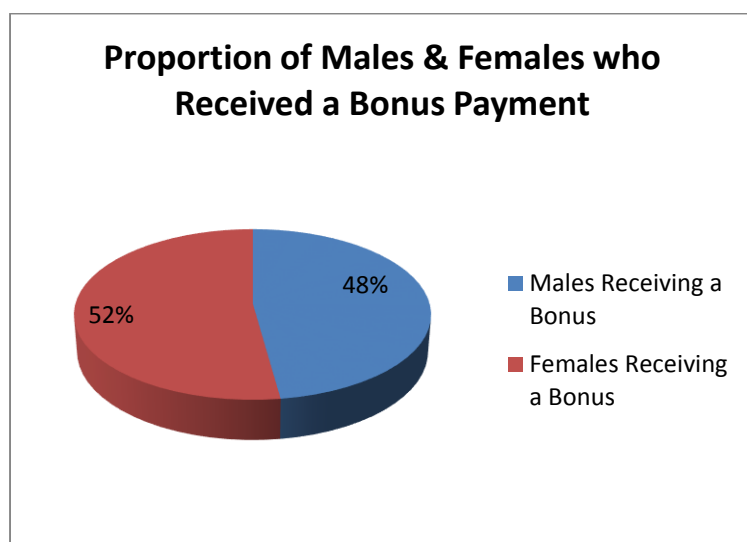


As a girl's fashion retailer, the staff in our stores are overwhelmingly female (1% male), whilst there is a higher percentage of males (still overwhelmingly female) in general field management roles (Regional and District Sales Managers). This means that 99% of quartile 1 & 2 roles are female, which gives disparity to the overall GPG percentages. There is very little differential in gender hourly rates of pay in quartiles 1 to 3. Quartile 4 shows the most difference in the mean hourly

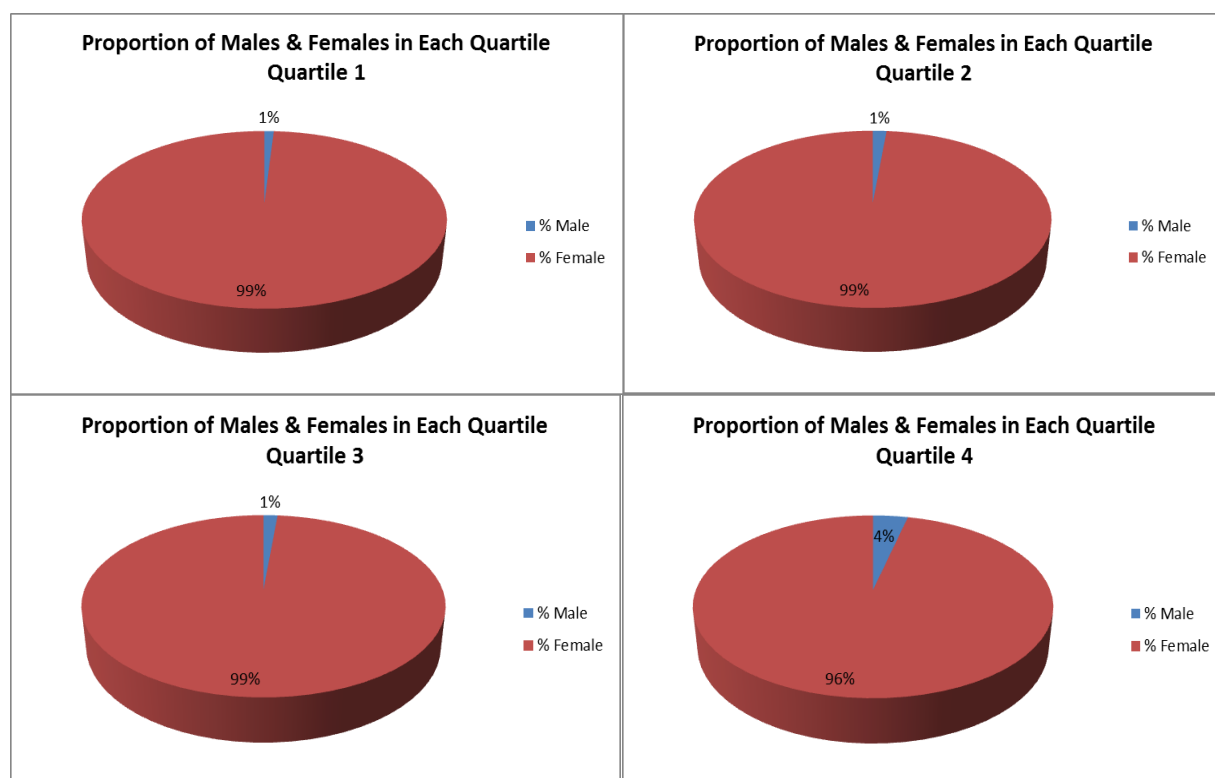
rate of pay, this is derived from the operating levels and hierarchy of roles within the organisational structure, and a higher percentage of men in senior field roles. We are confident that females and males are paid equally for carrying out the same roles throughout the business, and have made progress since April 2017 to re-address the balance of women in more senior quartile 4 roles.

Bonus payments are based on store sales performance compared to the previous year and not on salary. There is no element of the calculations where gender would impact. 15 males out of a total of 31 received bonus compared to 832 females out of 1,575. The range of bonus payments for females is much broader at each end than the male range which results in the difference in the mean and median payments.

Proportion of males and females who received bonus.



Proportion of Males & Females in Each Pay Quartile (Hourly Rate)



Since the snapshot date of 5th April 2017 and as of February 2018, we have already made progress in increasing female representation in senior quartile 4 roles within our CAUK structure. For example, we now have an equal male/female split of Regional Managers - this was not the case in April 2017

Claire's is dedicated to the continual development of its learning & development programmes and runs 2 field management development programmes that are currently 100% filled with female candidates:

- **'CLIMB'** - District Sales Manager to Regional Manager level.
- **'MDP'** - Management Development Programme, Store Manager to District Sales Manager level.

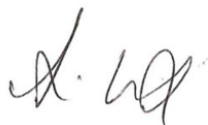
Claire's ensures that key decisions on compensation and benefits are consistently moderated and transparent and are based on the level of a role and business requirements.

The CAUK figures do not entirely reflect the true culture of the advancement of women in the global Claire's organisation, as the Global Senior Management Team is based in our Corporate Office in Hoffman Estates, U.S.A. and hence not included in these figures. The Global Executive Vice President of Stores, the Global Executive Vice President Chief Merchandising Officer, and the Global Senior Vice President of Marketing are roles currently held by women, and these roles have full accountability for the global business.

We recognise that the gender pay gap needs to reduce within the CAUK business, especially in quartile 4, and are happy to report that initiatives are already in place and progress has already been made since the snapshot date in respect to the development and advancement of females into senior field roles.

We are also reviewing a number of our family friendly and flexible working policies encouraging male employees to take shared parental leave and making the most of flexible working practices.

We will routinely measure our progress and ensure this is a standing agenda item within our regular management meetings. We will be completely transparent and held to account by our workforce on this important journey.



Simon Watkin
Senior Vice President - Europe