

GENDER PAY GAP SUMMARY – 2022

(Snapshot from 5th April 2022)

At Fred Perry we employ 303 staff across the UK, 54.4% are Female and 45.9% are Male.

Our mean gap is 8.24% which has had an increase from the previous year of 4.46%. There is no median pay gap for the third year. We continue to look for ways to further reduce our gender pay gap. Some actions we have already implemented in 2022/2023 is reviewing the salaries of all our staff through benchmarking. This allows us to ensure all females are paid within the 50th and 75th percentile of the market rate for their role and are aligned with their male counterparts.

WHAT WE KNOW

We had 47 internal promotions during this pay period, of which 46.8% was female. We have had an increase of males in management roles, this is evident in the reduced number of females in the upper quartiles (47.96%) and upper middle quartile (60.27%) vs the previous year upper quartiles female (48.4%) and upper middle quartile (62.5%).

We have a significant number of females in our head office (62.5%), however we are committed to improving the gender diversity in our shops, especially within management and senior management roles. We currently have 63% of males in managerial and senior management positions in stores.

WHAT WE WILL CONTINUE TO DO

We will continue to review our recruitment process for internal promotions and external hires. Ensuring full transparency and removing any bias. We currently remove all identifying data at application stage for external applicants including gender.

There are currently not any team members who are being paid lower than their male counterparts for doing the same job.

Every year we will continue to benchmark everyone's salaries, ensuring we always remain fair.

BONUS

Overall, 52.97% of females received a bonus and 59.5% of males. Our bonus eligibility is for permanent employees employed before 1st November and not currently on notice.

This has decreased for both men and females from the previous year of 76.1% of males and 69.5% of females.

Though we have seen profits continue to be as expected since the pandemic, we are committed to support our employees during the cost-of-living crisis. We as a brand paid a cost of living pay increase to our employees twice last year, which usually occurs once a year.