

## **GENDER PAY GAP SUMMARY – 2023**

### **(Snapshot from 5<sup>th</sup> April 2023)**

At Fred Perry we employ 303 staff across the UK, 57.75% are Female and 41.91% are Male.

Our mean gap is 5.46% which has decreased significantly from the previous year of 8.24%. There is no median pay gap for the fourth year. We continue to look for ways to further reduce our gender pay gap. In 2022/23 we reviewed all the salaries of our UK staff and ensured everyone was paid within the 50<sup>th</sup>-75<sup>th</sup> percentile of the market rate for their role. This would mean, that if there were any females paid lower than their male counterparts, they would have been brought inline removing any pay bias.

### **WHAT WE KNOW**

We had 65 internal promotions, including people who were given additional paid role responsibilities. Of which, 61.5% was female an increase of apx 14.7%.

#### ***TRAINING AND DEVELOPMENT***

*Regarding our Level 3 CMI accredited Management and Leadership development programme, 75% of the participants were female. We also know a significant number of the participants were also promoted to have additional responsibilities in their role.*

### **WHAT WE WILL CONTINUE TO DO**

We will continue to review our recruitment process, specifically for our store hires as we understand there is a significant increase of males in managerial positions. We will continue to remove all identifying data at application stage for external applicants including gender and ensure all vacancies are shared internally.

There are no Fred Perry team members who are being paid lower than their male counterparts for doing the same job.

Every two years we will use an independent company to benchmark everyone's salaries, ensuring we always remain fair, inclusive and transparent.

### **BONUS**

Overall, 55.84% of females received a bonus, slightly higher than the previous year by 2.87%. Our bonus eligibility is for permanent employees employed before 1<sup>st</sup> November and not currently on notice.

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 last year and a company performance related bonus.