

# BOOHOO GENDER PAY GAP

STATEMENT 2020

## Opening Statement Siobhan Forey



“We are committed to being the most inclusive e-commerce fashion retailer where all our colleagues can be themselves, feel like they belong and where all of our customers feel welcome when they shop with us”

Our boohoo family is now 13 Brands and we have doubled in employee size in the past 12 months. Being a truly diverse and inclusive company is not only the right thing to do; it is crucial to helping us grow, attract talent, and engage our customers who buy our products. We truly believe that having an inclusive workforce which reflects society is critical to our long-term success.

We have a clear people plan in place and remain absolutely committed to driving positive change and holding ourselves accountable to our customers, suppliers and our colleagues – our boohoo family!

We are proud of the progress we have made to achieve better gender balance within the boohoo group. We know that providing equal opportunities at all career stages is the only way to build a sustainable business with the ability to thrive.

This is our Gender Pay Gap Report, and we are delighted that the data demonstrates our commitment to long lasting change with an overall group median gender pay gap for boohoo of -4.1% in favour of women.

Siobhan Forey  
Chief People Officer – boohoo group plc

# MEASURING THE GAP

The gender pay gap shows the difference in average pay between women and men. A +, or positive pay gap, favours men and a -, or negative pay gap, favours women. The gender pay gap does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

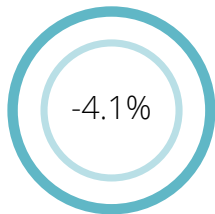
This report, covers gender pay results for the entire boohoo group including Pretty Little Thing who are now wholly owned by the group. Data is also split out to show the results for Pretty Little Thing; a separate employment entity.

## OUR GENDER PAY RESULTS

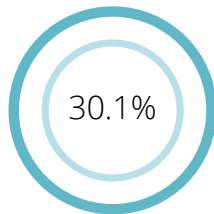
### Median Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

boohoo group



PLT



ONS Median Pay Gap 15.5% (April 2020)

Our group median pay gap is -4.1% in favour of women.

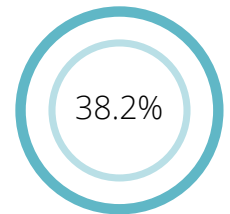
### Mean Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

boohoo group



PLT



Our group mean pay gap remains below the national Gender Pay Gap of 14.6% (ONS April 2020)



## BONUS GAP

	boohoo group	PLT
Median	-71.1%	-13.6%
Mean	27.8%	72.2%

Our median bonus gap significantly favours women across all parts of the group.

We have a mean bonus pay gap primarily because our senior roles, including Director positions have more men than women occupying them (65%). These senior roles have a larger overall bonus opportunity

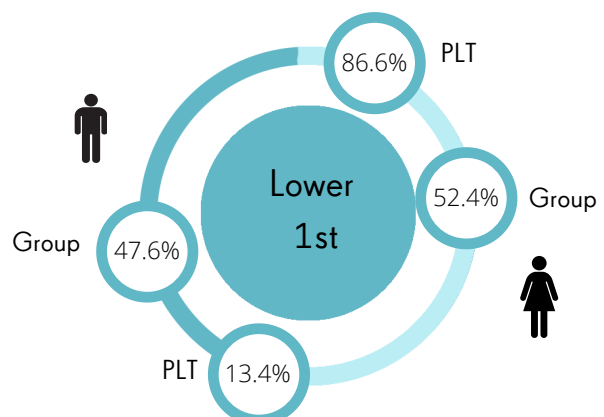
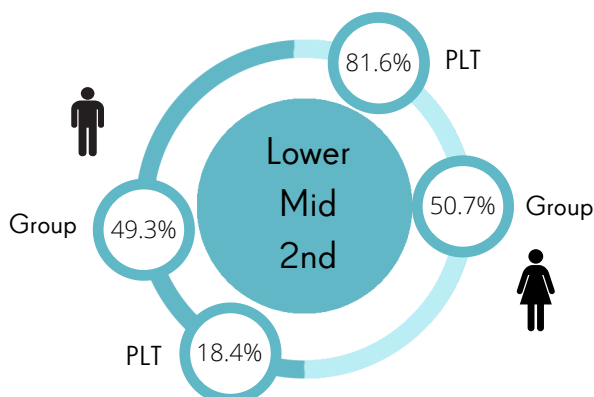
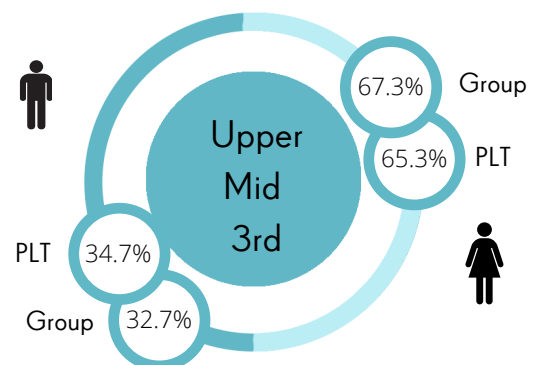
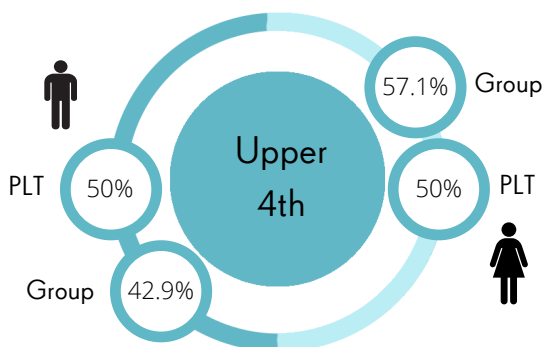
## BONUS PROPORTIONS

We have a fairly consistent proportion of men and women receiving bonus across the group.

	boohoo group	PLT
Male	59.2%	65.2%
Female	61.6%	62.1%

## QUARTILE PAY BANDS

The proportion of male and female full time relevant employees in the lower, lower middle, upper middle and upper quartile are as follows:





## BONUS GAP

Our gender pay gap is influenced by the gender balance in each of the pay quartiles. Across the group in each pay quartile we have more women than men especially in the upper middle and upper quartile; this in turn is reflected in our overall group median pay gap being -4.1% in favour of women. PLT has significantly more women in all quartiles except the upper quartile where the split is equal. The male employees in the upper quartile will be our Senior Leaders on higher salaries distorting an otherwise largely female population.

## FAST FACTS

Includes full-pay relevant employees included in GPG analysis



Male  
46%



Female  
54%

## MANAGEMENT TEAM GENDER SPLIT

Includes full-pay relevant employees included in GPG analysis for Senior leadership roles (C-level, Directors & Heads)



Male  
50%



Female  
50%



## BOOHOO GROUP AMBITION

At boohoo group plc we're working hard to ensure that our family of amazingly talented and hard-working individuals grow and thrive, regardless of gender, ethnicity, religion, age, social background or disability. We have a dedicated people plan in place to ensure that we are empowering women to progress to leadership roles in boohoo group and we are consistently looking for new ways to ensure we are an employer of choice. We are committed to delivering ambitious plans to continue to drive gender equality and equal opportunity for everyone in our family.

### Declaration

We confirm the information and data reported is accurate as of the snapshot date of 5th April 2020.

Siobhan Forey  
CPO

John Lyttle  
CEO

