



## **Fred Perry Limited Gender Pay Gap 2019 - 2020**

At Fred Perry we employ 290 staff across the UK, 51.7% are Female and 47.9% are Male.

Our mean gap is 11.67% which is a decrease of 1.3% from the previous year. Our median pay gap is 3.64% which has decreased by 2.86%. We see growth in the gender diversity of the senior management team within our Head Office, which is reflected in the increased percentage of females in our upper quartiles, and we look to continue to improve opportunities throughout the brand.

### **WHAT WE KNOW**

We understand that we have a slightly larger proportion of males in the top quartile (53%) many of whom have longer lengths of service and therefore benefitted from many years of continual pay rises due to our annual inflation salary reviews.

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

Every single salary in the business is reviewed every year and compared to similar or identical roles to ensure males and females were paid equal hourly rates. Currently there are not any team members who are being paid lower than males for doing a similar job.

Every year we will repeat that exercise and make sure we are fair at all times.

### **BONUS**

Overall, 80.3% of Females and 79.3% Males received a bonus. Our mean gap is 35.10% which is a decreased by 15.5% vs the previous year which was 44.3%. We are pleased to say that there is a zero median gender pay gap in the bonus report.

Our Head Office is diverse in gender; however, we are committed to improving gender diversity in our shops within managerial positions where we have approx. 30% more male Store Managers meaning higher average bonuses received. We may be viewed by candidates applying for these roles as predominately a Menswear brand but we are already introducing more ways for candidates to apply without identifying information and will continue to promote the brand as an equal opportunity employer and a great place to work for all people.

Although in the current climate we have advised that we will not be paying bonuses this year, before we can hopefully reintroduce any bonus structures, we will assess them to ensure they are rewarding our teams as fairly as possible.