

FRASERS GROUP

PAY REPORT

UK GENDER PAY GAP REPORT 2023

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This report sets out the UK Gender Pay Gap Report 2023 for Frasers Group plc ("Frasers Group"), prepared in accordance with the UK Gender Pay Gap Legislation. This legislation requires any UK entity with more than 250 employees to publish their gender pay gap in six separate disclosures – the mean and median gender pay gap⁽¹⁾, the mean and median gender bonus gap⁽²⁾, the proportion of women and men receiving a bonus, and the proportion of women and men in each pay quartile.

Gender pay gap is the difference in the average pay of women and men, irrespective of the type of work they do. It is expressed as a percentage of men's earnings – e.g. women earning more than men would be expressed as a negative percentage.

Gender pay gap is different from equal pay. Gender pay gap is the difference between women and men's average pay across an organisation. Equal pay is about equal pay for the same, similar or equivalent work.

In addition to the Frasers Group disclosure, which is voluntary, there are entities within the Frasers Group required under the legislation to make statutory disclosures. These are set out later in this report.

Chris Wootton, CFO

(1) Under the legislation, "pay" covers basic pay as well as bonus pay including store incentives, commission payments and holiday pay, and is based on data from April 2023 only.

(2) The "bonus" gap is based on bonuses paid in the 12-month reference period to 5 April 2023.

UNDERSTANDING THE GENDER PAY GAP

Our UK Gender Pay Gap Report 2023 provides an overall business summary for all UK employees and engaged workers in the Frasers Group, including the eleven entities within the Group which employ more than 250 people. Frasers Group had a Gender Pay Gap of 3% in 2023, compared to 2.6% in 2022. This marginal change reflects the increasing proportion of females colleagues operating in hourly paid roles across the Group year on year.

Frasers Group places a significant emphasis on equality and fairness when it comes to earnings across the Group. We continue to work vigorously on aligning roles and putting transparent structures in place across all areas of the business. When it comes to rewards, we have been a lifelong champion of growth in earnings through performance related bonuses – we encourage all our people to reach their maximum potential and reward the achievement of appropriate targets set within the respective discipline of the business. This is reflected in the high percentage of males and females earning a bonus, which are all gender neutral by design, and continues to reflect the equality which we strive to achieve across our business. This year, the proportion of females receiving a bonus was again greater than the proportion of males, and the median bonus gap also reduced again, year on year.

We recognise there is a difference in total earnings between female and male employees, and Frasers Group continues to explore and implement methods that will establish enhanced processes and training tools for our employees and engaged workers to achieve maximum earning potential through our various bonus and commission schemes.

UK GROUP: PAY QUANTILES

LOWER QUANTILE



Male 41%

Female 59%

LOWER MID QUANTILE



Male 42%

Female 58%

UPPER MID QUANTILE



Male 49%

Female 51%

UPPER QUANTILE



Male 60%

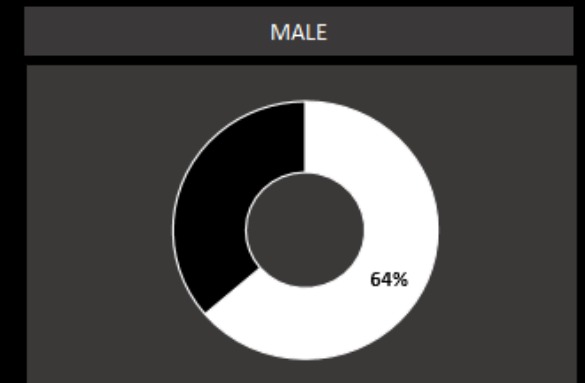
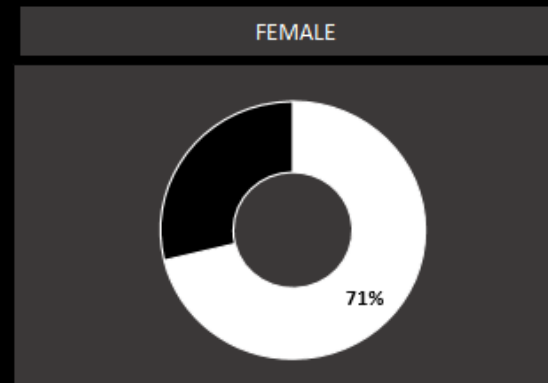
Female 40%

PAY & BONUS GAP

PAY GAP						
	GROUP 2023	GROUP 2022	GROUP 2021	GROUP 2020	GROUP 2019	GROUP 2018
MEDIAN	3.0%	2.60%	0%	0%	0%	6.3%
MEAN	10.9%	10.30%	8.3%	6.6%	7.3%	8.4%

BONUS GAP	
MEAN	MEDIAN
38.2%	20.2%

PROPORTION AWARDED A BONUS



PAY QUARTILES

LOWER QUARTILE

Male
42%



Female
58%

LOWER MID QUARTILE

Male
43%



Female
57%

UPPER MID QUARTILE

Male
46%



Female
54%

UPPER QUARTILE

Male
62%



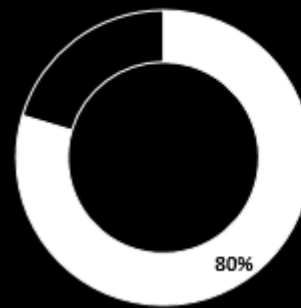
Female
38%

PAY & BONUS GAP

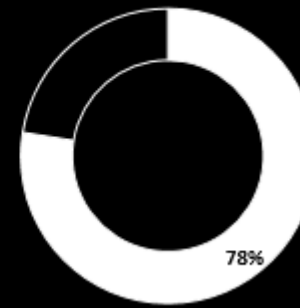
	MEAN	MEDIAN
PAY GAP	13.1%	5.9%
BONUS GAP	50%	29.5%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE

Male
29%



Female
71%

LOWER MID QUARTILE

Male
21%



Female
79%

UPPER MID QUARTILE

Male
24%



Female
76%

UPPER QUARTILE

Male
34%



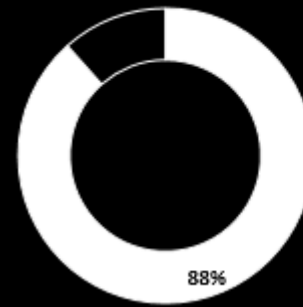
Female
66%

PAY & BONUS GAP

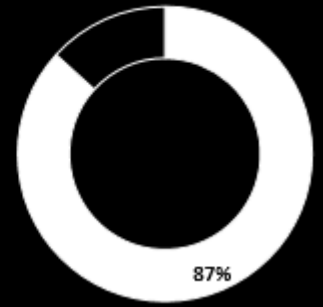
	MEAN	MEDIAN
PAY GAP	4.6%	0.3%
BONUS GAP	24.6%	13.2%

PROPORTION AWARDED A BONUS

FEMALE



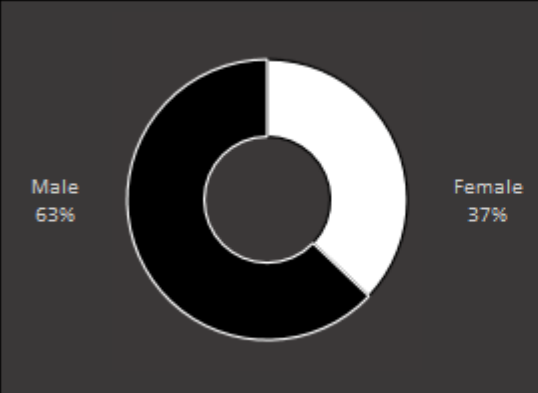
MALE



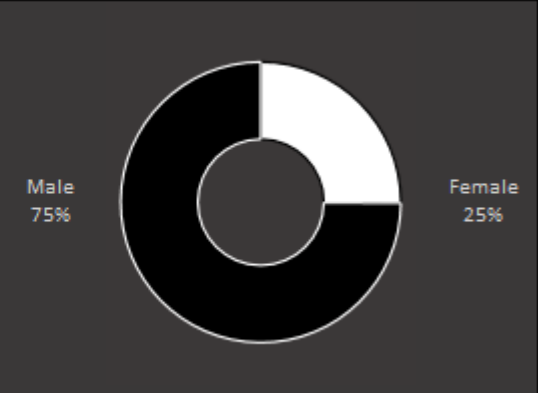
GAME

PAY QUARTILES

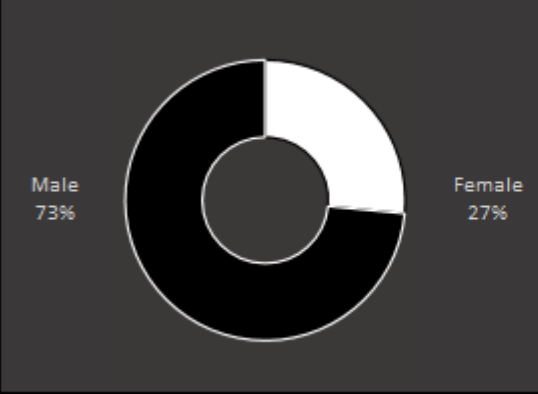
LOWER QUARTILE



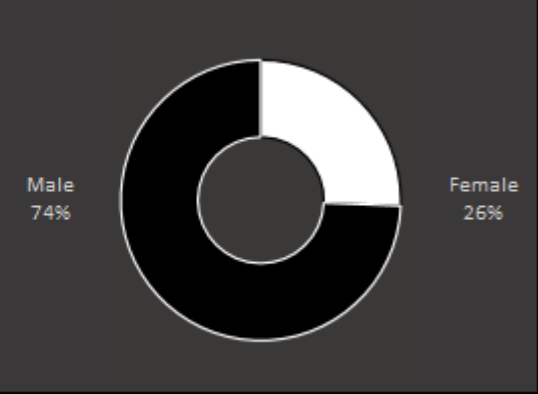
LOWER MID QUARTILE



UPPER MID QUARTILE



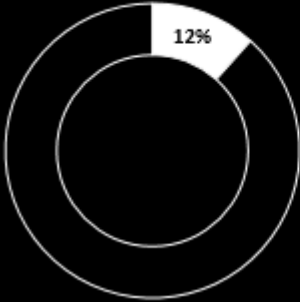
UPPER QUARTILE



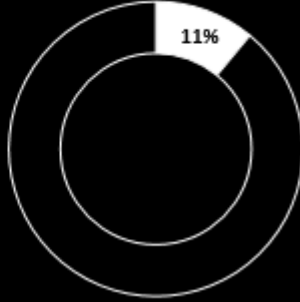
PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	4.1%	0.2%
BONUS GAP	40.6%	-20.6%

PROPORTION AWARDED A BONUS

FEMALE



MALE



FLANNELS

PAY QUARTILES

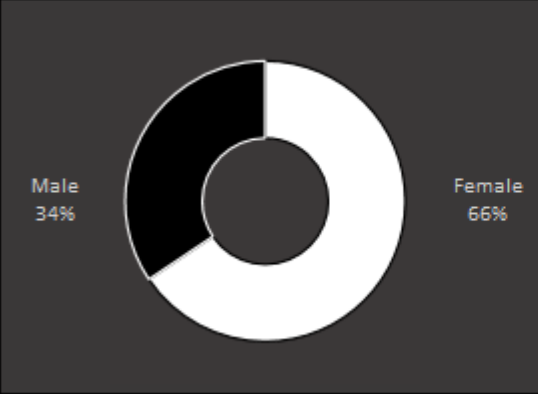
LOWER QUARTILE



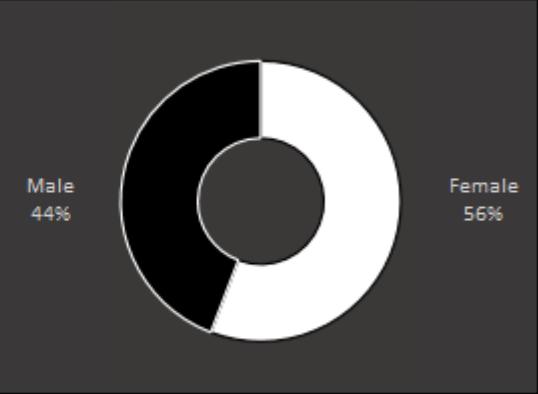
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	0.9%	0.3%
BONUS GAP	23.1%	4%

PROPORTION AWARDED A BONUS



PAY QUARTILES

LOWER QUARTILE



LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE

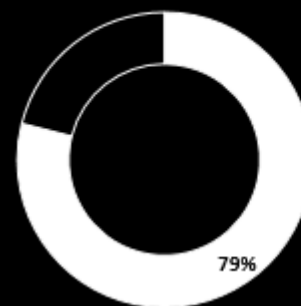


PAY & BONUS GAP

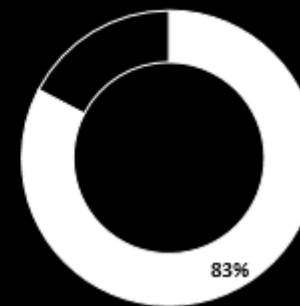
	MEAN	MEDIAN
PAY GAP	4.7%	1.4%
BONUS GAP	31.9%	93.2%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE



LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE

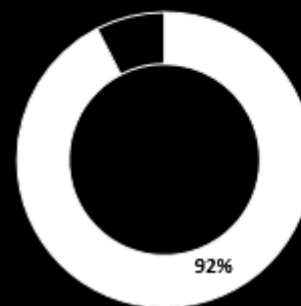


PAY & BONUS GAP

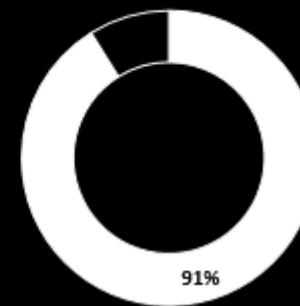
	MEAN	MEDIAN
PAY GAP	7.1%	5%
BONUS GAP	38.3%	2.2%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE

Male
51%



Female
49%

LOWER MID QUARTILE

Male
45%



Female
55%

UPPER MID QUARTILE

Male
45%



Female
55%

UPPER QUARTILE

Male
63%



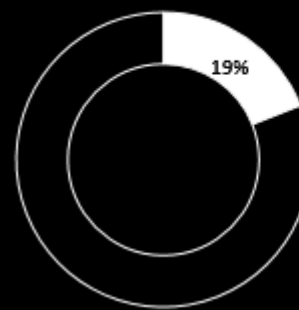
Female
37%

PAY & BONUS GAP

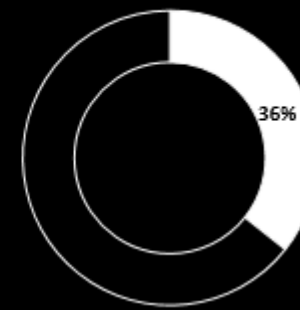
	MEAN	MEDIAN
PAY GAP	3%	0%
BONUS GAP	34.2%	66.1%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE

Male
17%



Female
83%

LOWER MID QUARTILE

Male
31%



Female
69%

UPPER MID QUARTILE

Male
36%



Female
64%

UPPER QUARTILE

Male
48%



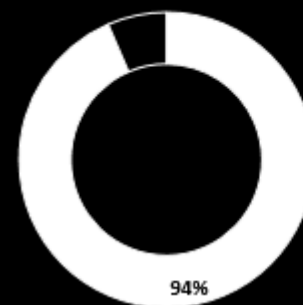
Female
52%

PAY & BONUS GAP

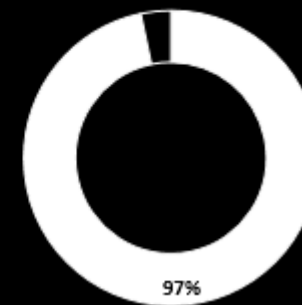
	MEAN	MEDIAN
PAY GAP	12.6%	8.3%
BONUS GAP	17.3%	55.8%

PROPORTION AWARDED A BONUS

FEMALE



MALE





PAY QUARTILES

LOWER QUARTILE

Male
49%



Female
51%

LOWER MID QUARTILE

Male
47%



Female
53%

UPPER MID QUARTILE

Male
48%



Female
52%

UPPER QUARTILE

Male
68%



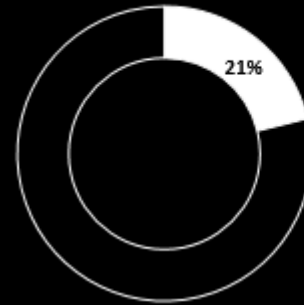
Female
32%

PAY & BONUS GAP

	MEAN	MEDIAN
PAY GAP	9.2%	0%
BONUS GAP	70.6%	97.3%

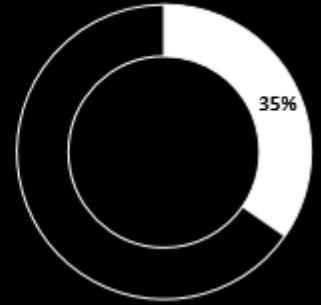
PROPORTION AWARDED A BONUS

FEMALE



21%

MALE



35%

PAY QUARTILES

LOWER QUARTILE

Male
52%



Female
48%

LOWER MID QUARTILE

Male
52%



Female
48%

UPPER MID QUARTILE

Male
48%



Female
52%

UPPER QUARTILE

Male
53%



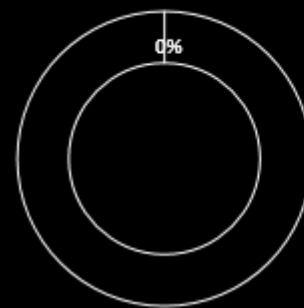
Female
47%

PAY & BONUS GAP

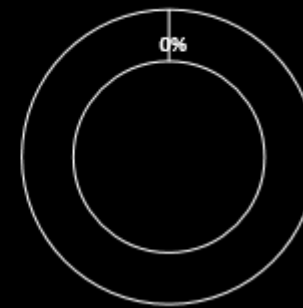
	MEAN	MEDIAN
PAY GAP	5.7%	-0.6%
BONUS GAP	0%	0%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE

Male
45%



Female
55%

LOWER MID QUARTILE

Male
39%



Female
61%

UPPER MID QUARTILE

Male
53%



Female
47%

UPPER QUARTILE

Male
51%



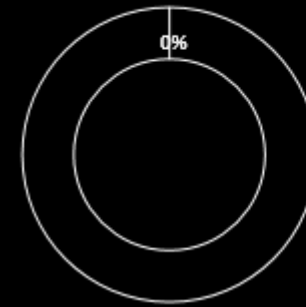
Female
49%

PAY & BONUS GAP

	MEAN	MEDIAN
PAY GAP	4.3%	0.5%
BONUS GAP	0%	0%

PROPORTION AWARDED A BONUS

FEMALE



MALE

