

FRASERS GROUP

PAY REPORT

UK GENDER PAY GAP REPORT 2022

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This report sets out the UK Gender Pay Gap Report 2022 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 nine entities within the Frasers Group required under the legislation to make statutory disclosures. These are set out later in this report. Please note that any acquisitions that were not part of Frasers Group for a full 12 months prior to the reporting date of 5th April 2022 will form part of the next 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 2022 only.

(2) The "bonus" gap is based on bonuses paid in the 12-month reference period to 5 April 2022.

UNDERSTANDING THE GENDER PAY GAP

Our UK Gender Pay Gap Report 2022 provides an overall business summary for all UK employees and engaged workers in the Frasers Group, including the nine entities within the Group which employ more than 250 people. Frasers Group had a Gender Pay Gap of 2.6% in 2022, compared to 0% in 2021. This year on year change is attributed to an increase in the number of female colleagues under the age of 20 working for Frasers Group on the snapshot date.

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, Sports Direct has 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 greater than the proportion of males, and the median bonus gap reduced significantly 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 QUARTILES

LOWER QUARTILE



Male 40%

Female 60%

LOWER MID QUARTILE



Male 42%

Female 58%

UPPER MID QUARTILE



Male 47%

Female 53%

UPPER QUARTILE



Male 57%

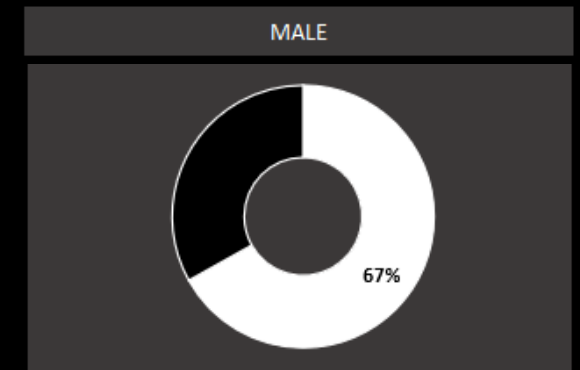
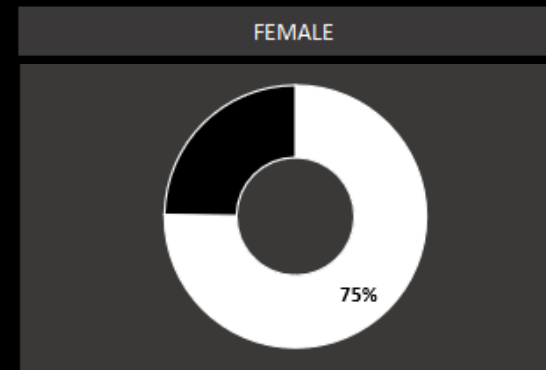
Female 43%

PAY & BONUS GAP

PAY GAP					
	GROUP 2022	GROUP 2021	GROUP 2020	GROUP 2019	GROUP 2018
MEDIAN	2.6%	0%	0%	0%	6.3%
MEAN	10.3%	8.3%	6.6%	7.3%	8.4%

BONUS GAP	
MEAN	MEDIAN
34.9%	25.5%

PROPORTION AWARDED A BONUS



PAY QUARTILES

LOWER QUARTILE

Male
42%



Female
58%

LOWER MID QUARTILE

Male
46%



Female
54%

UPPER MID QUARTILE

Male
44%



Female
56%

UPPER QUARTILE

Male
59%



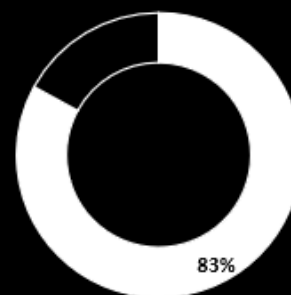
Female
41%

PAY & BONUS GAP

	MEAN	MEDIAN
PAY GAP	11.7%	0.8%
BONUS GAP	43.9%	34.1%

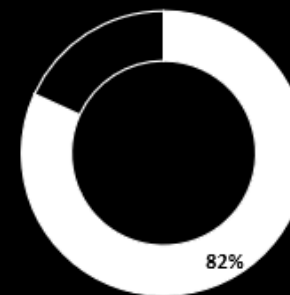
PROPORTION AWARDED A BONUS

FEMALE



83%

MALE



82%

PAY QUARTILES

LOWER QUARTILE



LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE

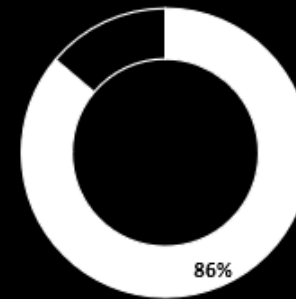


PAY & BONUS GAP

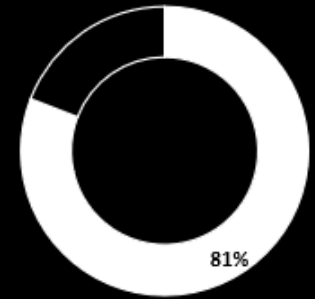
	MEAN	MEDIAN
PAY GAP	5.3%	2.1%
BONUS GAP	29.6%	14%

PROPORTION AWARDED A BONUS

FEMALE



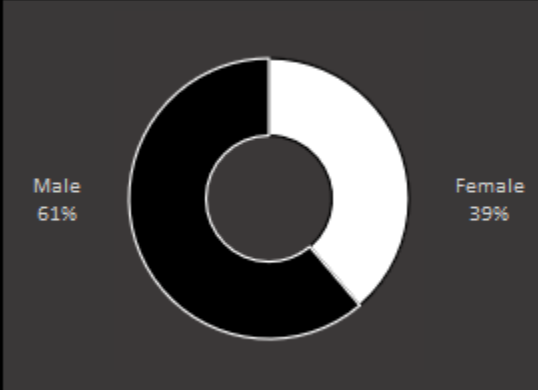
MALE



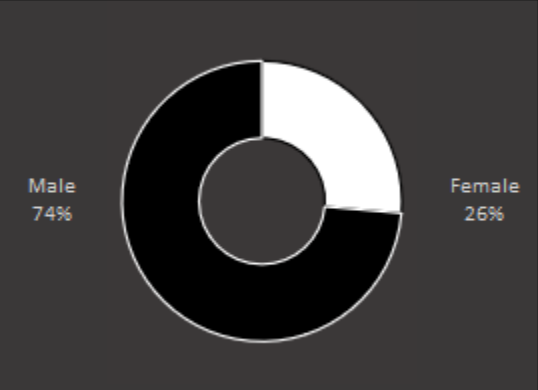
GAME

PAY QUARTILES

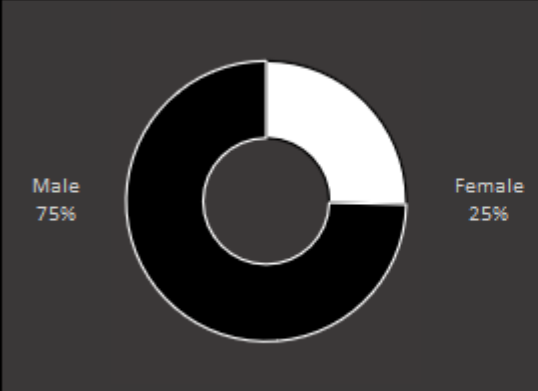
LOWER QUARTILE



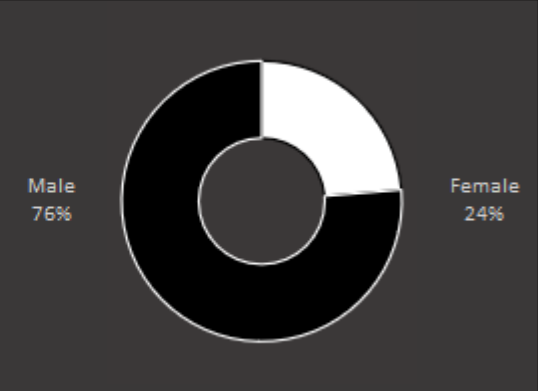
LOWER MID QUARTILE



UPPER MID QUARTILE

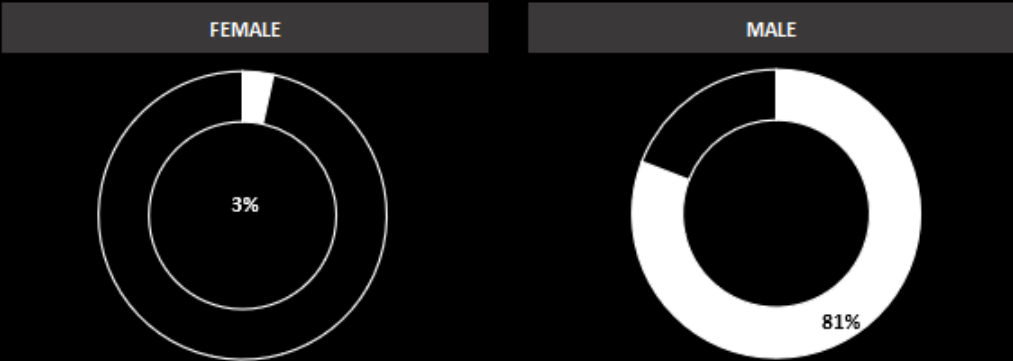


UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	6.9%	0.4%
BONUS GAP	-15.6%	-309%

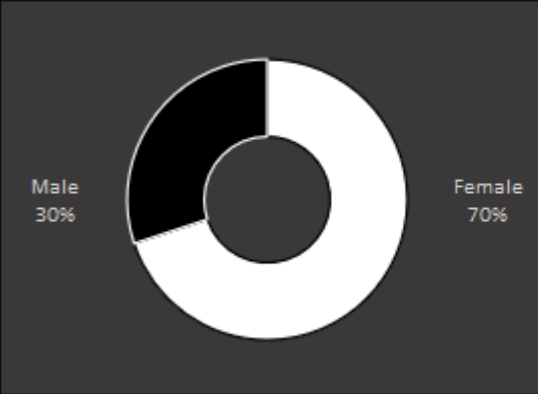
PROPORTION AWARDED A BONUS



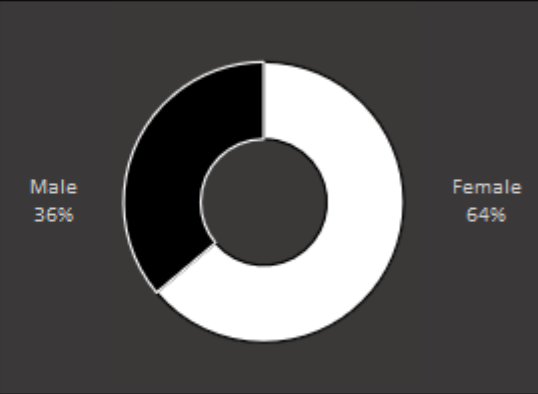
FLANNELS

PAY QUARTILES

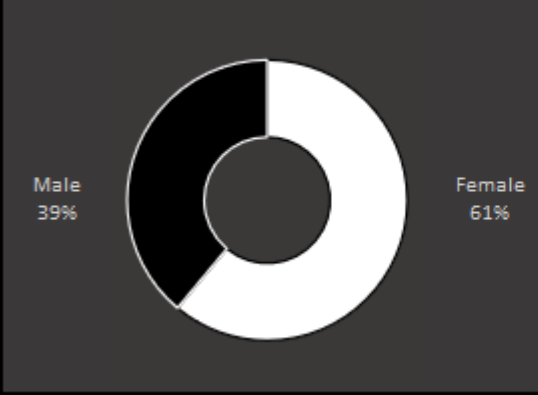
LOWER QUARTILE



LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	5.8%	3.8%
BONUS GAP	29.7%	30.6%

PROPORTION AWARDED A BONUS



PAY QUARTILES

LOWER QUARTILE

Male
79%



Female
21%

LOWER MID QUARTILE

Male
82%



Female
18%

UPPER MID QUARTILE

Male
89%



Female
11%

UPPER QUARTILE

Male
91%



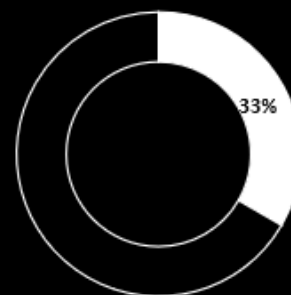
Female
9%

PAY & BONUS GAP

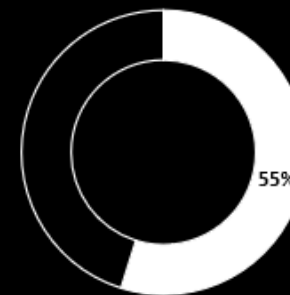
	MEAN	MEDIAN
PAY GAP	10%	6.6%
BONUS GAP	23%	38.4%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE

Male
29%



Female
71%

LOWER MID QUARTILE

Male
51%



Female
49%

UPPER MID QUARTILE

Male
26%



Female
74%

UPPER QUARTILE

Male
64%



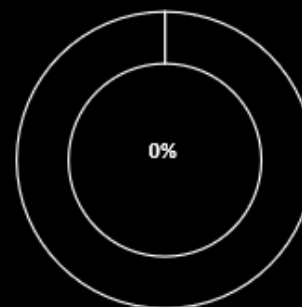
Female
36%

PAY & BONUS GAP

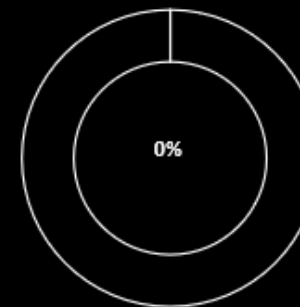
	MEAN	MEDIAN
PAY GAP	6%	0%
BONUS GAP	0%	0%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE

Male
47%



Female
53%

LOWER MID QUARTILE

Male
40%



Female
60%

UPPER MID QUARTILE

Male
50%



Female
50%

UPPER QUARTILE

Male
62%



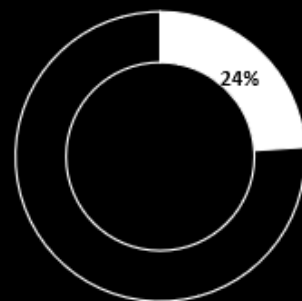
Female
38%

PAY & BONUS GAP

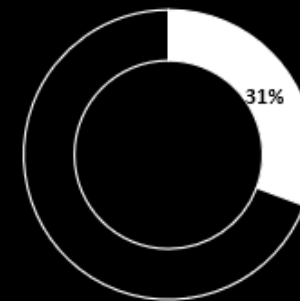
	MEAN	MEDIAN
PAY GAP	4.6%	0%
BONUS GAP	39.2%	85.8%

PROPORTION AWARDED A BONUS

FEMALE



MALE



PAY QUARTILES

LOWER QUARTILE



LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



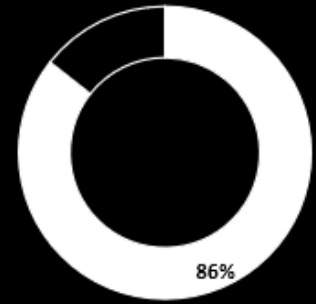
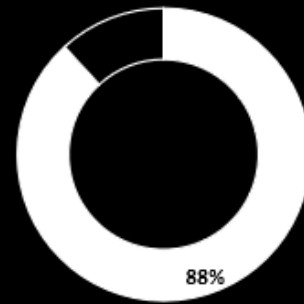
PAY & BONUS GAP

	MEAN	MEDIAN
PAY GAP	2.7%	0%
BONUS GAP	9.8%	47%

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%	0%
BONUS GAP	-2.1%	20%

PROPORTION AWARDED A BONUS

FEMALE

MALE

