

FRASERS GROUP

PAY REPORT

UK GENDER PAY GAP REPORT 2020

THE GENDER PAY GAP

This report sets out the UK Gender Pay Gap Report 2020 for Frasers Group plc ("Fraser 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, the mean and median gender bonus gap, 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 eight entities within the Frasers Group required under the legislation to make statutory disclosures. These are set out later in this report. Please note that GAME will form part of the next report as they were not members of the Group during the whole reporting period. I confirm that the information contained within this report is accurate.



Chris Wootton, CFO

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 2020 only.

The "bonus" gap is based on bonuses paid in the 12-month reference period to 5 April 2020.

UNDERSTANDING THE GENDER PAY GAP

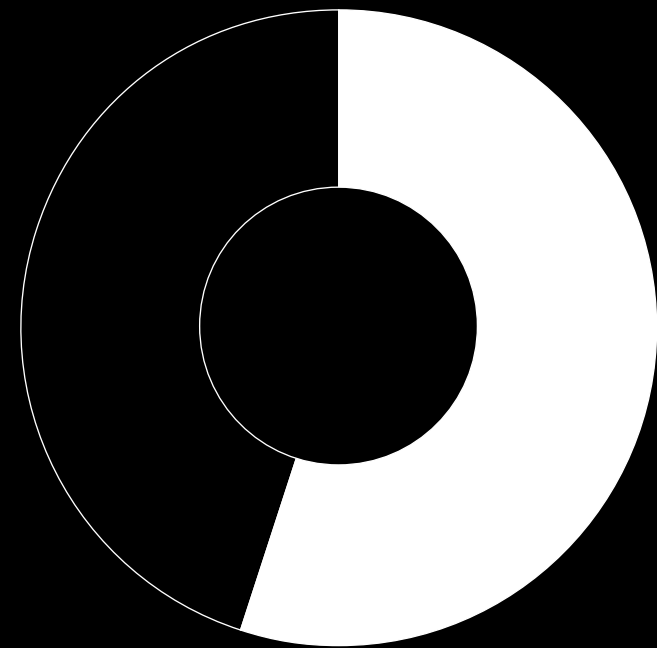
Our UK Gender Pay Gap Report 2020 provides an overall business summary for all UK employees and engaged workers in the Frasers Group, including the eight entities within the Group which employ more than 250 people. Frasers Group had no median gender pay gap for the period compared to the UK average of 15.5% and compared to 6.3% in 2017. We also have a reducing mean gender pay gap over the same time. We attribute this change to a continued focus on reviewing and applying our pay structures consistently across the Group.

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, our business has been a lifelong champion of growth in earnings through performance related bonuses – we encourage all our colleagues 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.

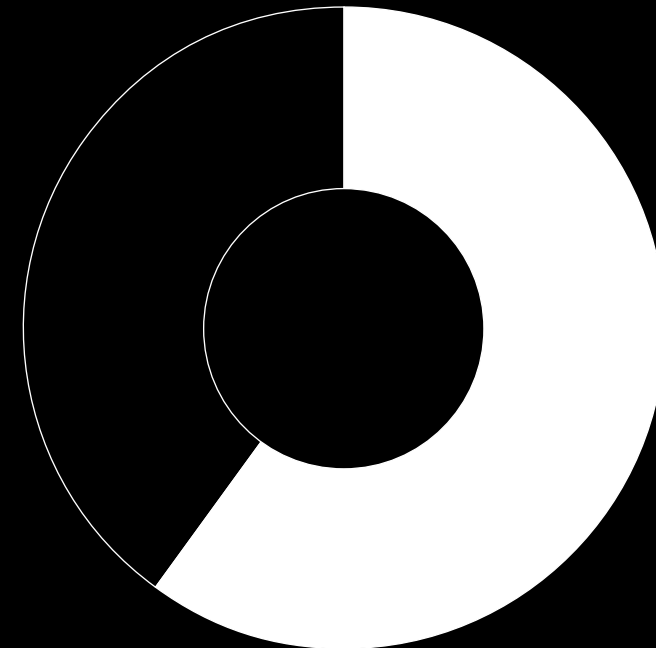
The variation in the proportion awarded a bonus across the overall group this year is due to the inclusion for the first time in our reporting of our acquisitions House of Fraser and Jack Wills, where the colleague base is predominantly female. Whilst the proportion of female and male colleagues awarded bonuses in these businesses is balanced, very few bonuses were awarded in the period as they are emerging from their distressed status and this negatively distorts the Group picture.

We recognise there is a difference in total earnings between female and male employees, specifically with bonuses, and we continue to explore and implement methods that will establish improved access and support for our employees and engaged workers to achieve maximum earning potential through our various bonus and commission schemes.

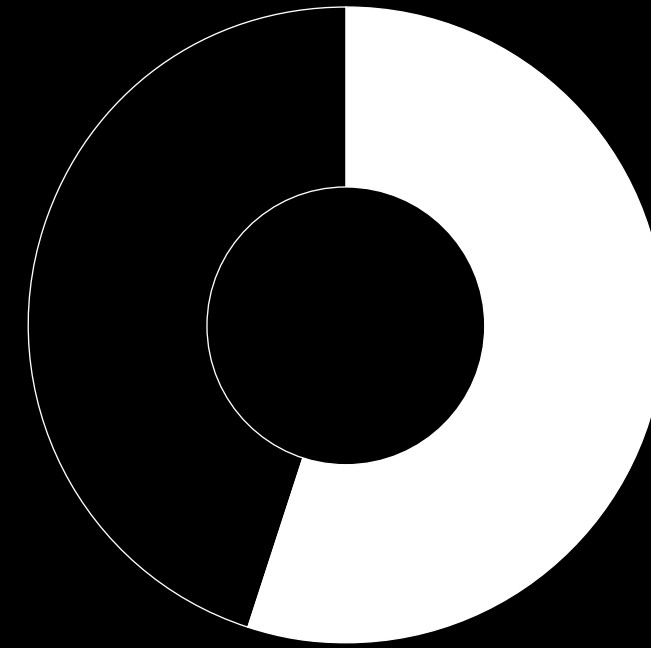
UK GROUP: PAY QUARTILES

LOWER QUARTILE

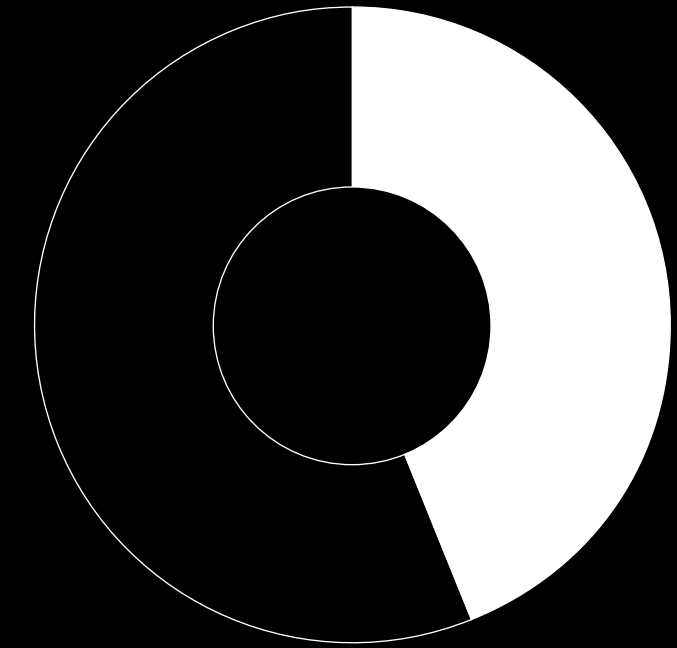
MALE 45% FEMALE 55%

LOWER MID QUARTILE

MALE 40% FEMALE 60%

UPPER MID QUARTILE

MALE 45% FEMALE 55%

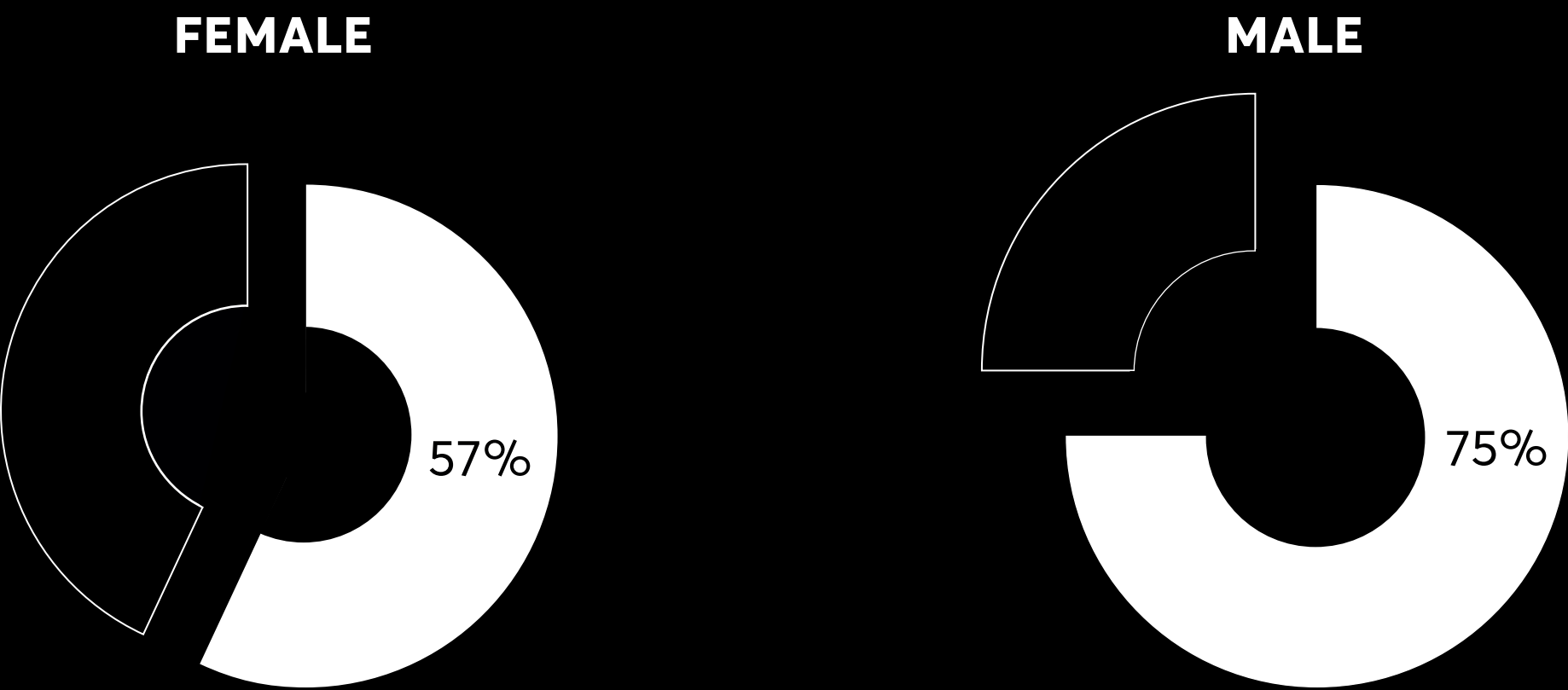
UPPER QUARTILE

MALE 56% FEMALE 44%

PAY GAP &
BONUS GAP

	GROUP 2020	GROUP 2018	GROUP 2017		MEAN	MEDIAN
MEDIAN	0%	0%	6.3%	BONUS GAP	41.5%	52.7%
MEAN	6.6%	7.3%	8.4%			

PROPORTION AWARDED A BONUS



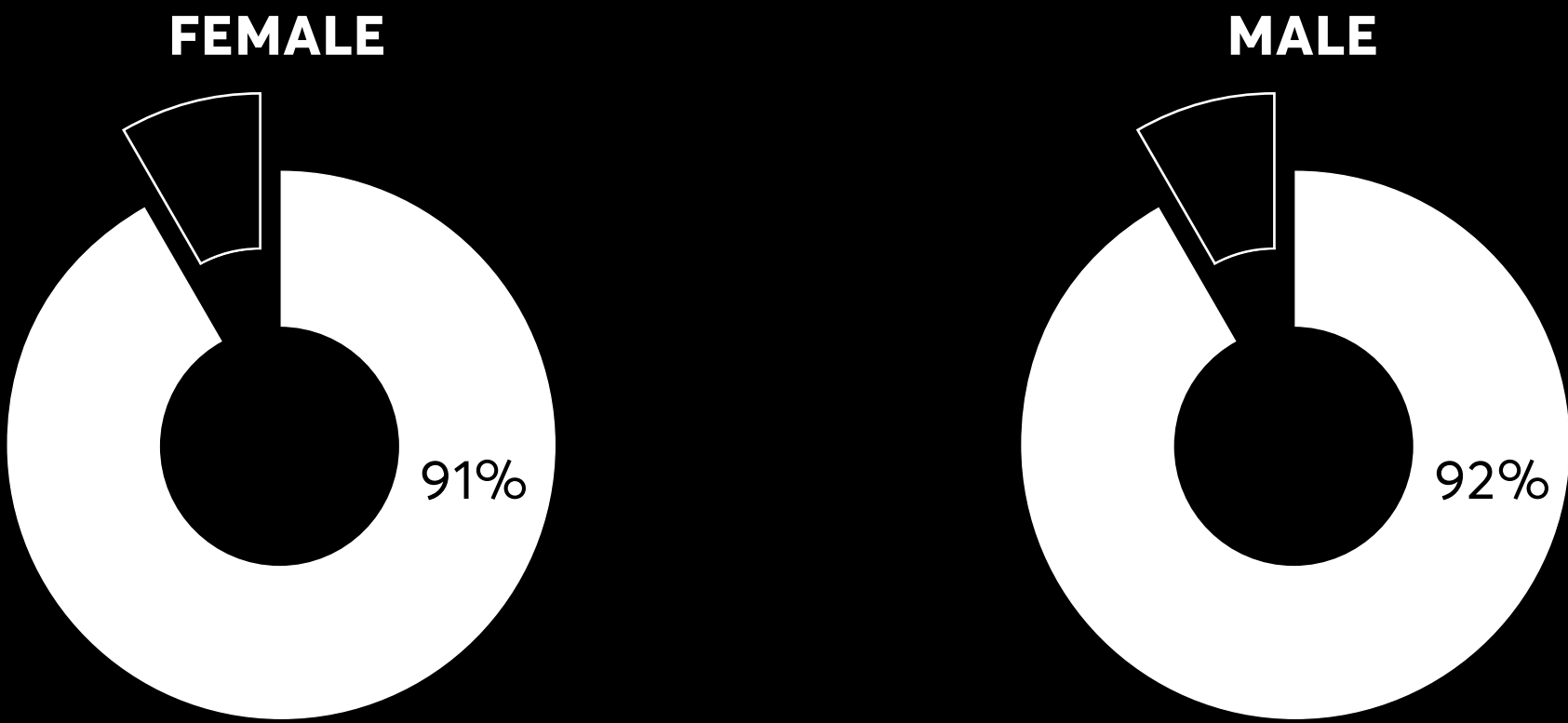
SPORTSDIRECT.COM RETAIL LTD: PAY QUARTILES



PAY GAP & BONUS GAP

	MEAN	MEDIAN
PAY GAP	8%	0%
BONUS GAP	52%	56.7%

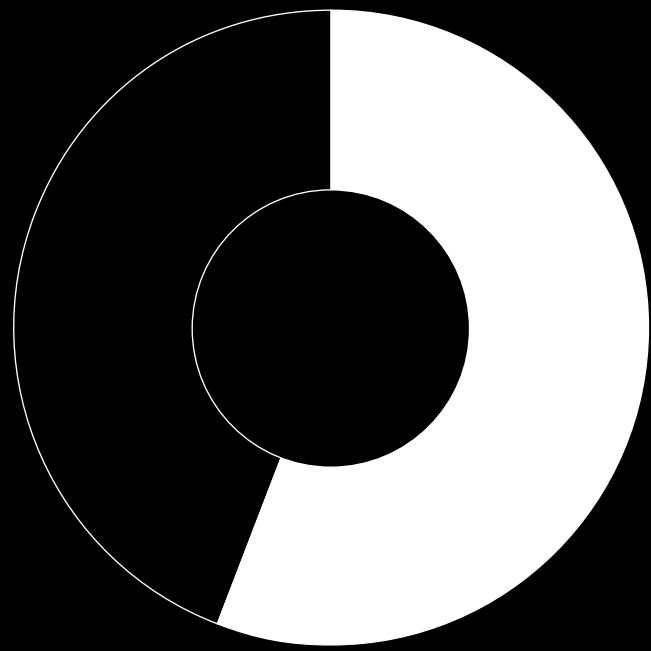
PROPORTION AWARDED A BONUS



FLANNELS

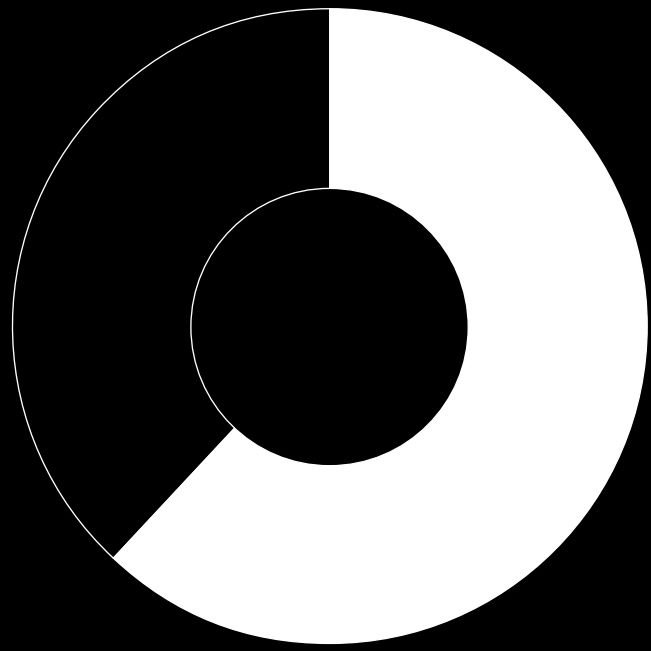
THE FLANNELS GROUP LIMITED:
PAY QUARTILES

LOWER QUARTILE



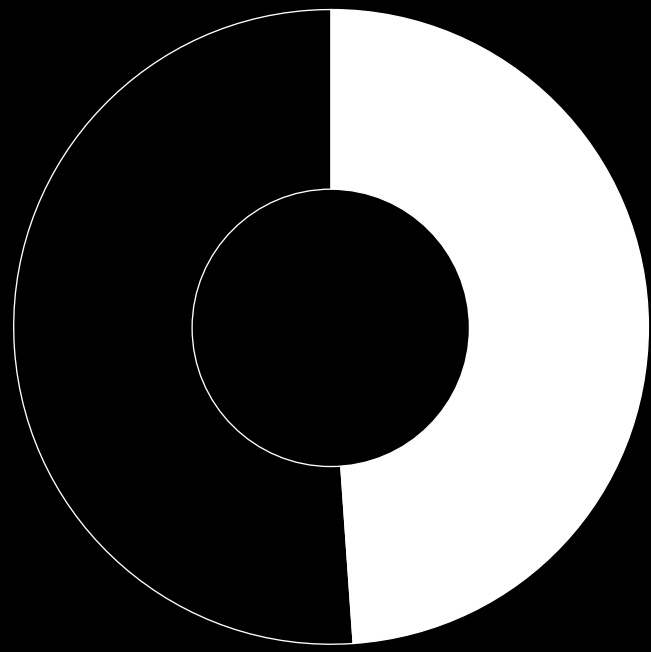
MALE 44% FEMALE 56%

LOWER MID QUARTILE



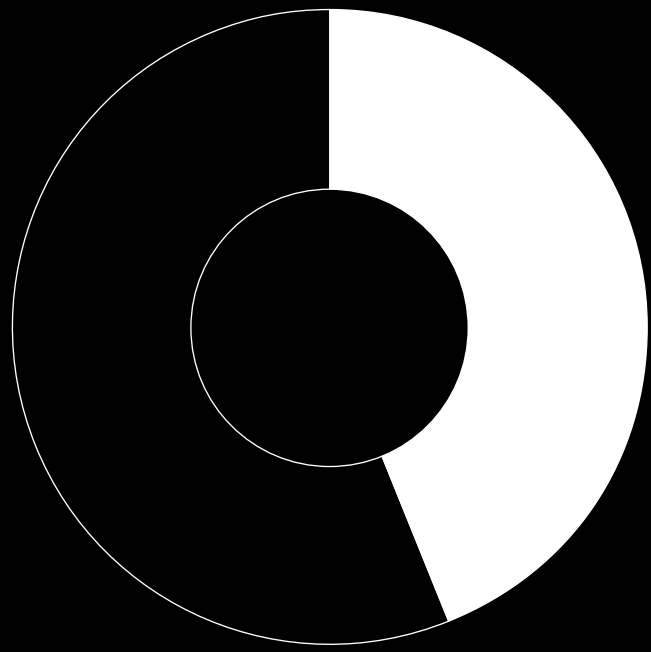
MALE 38% FEMALE 62%

UPPER MID QUARTILE



MALE 51% FEMALE 49%

UPPER QUARTILE



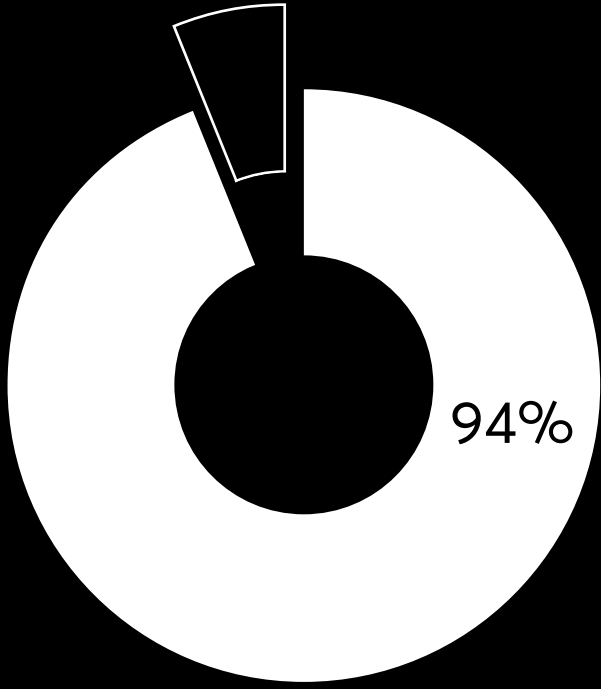
MALE 56% FEMALE 44%

PAY GAP
& BONUS GAP

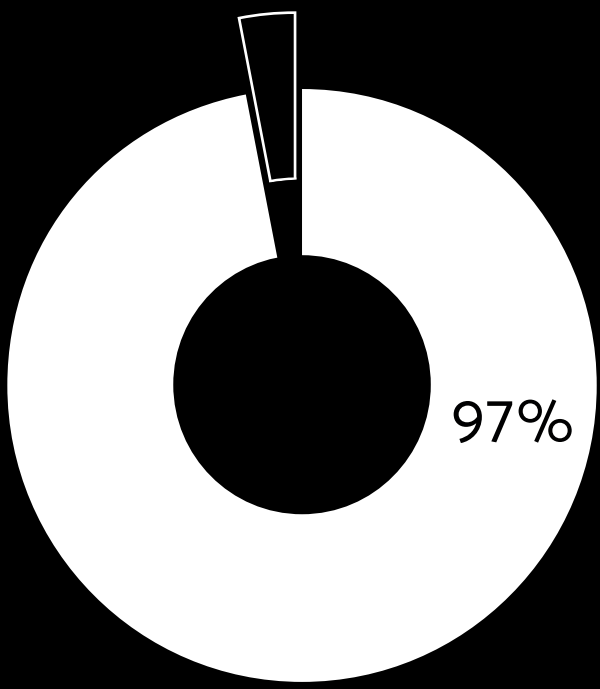
	MEAN	MEDIAN
PAY GAP	7%	0%
BONUS GAP	25.8%	25.1%

PROPORTION AWARDED A BONUS

FEMALE

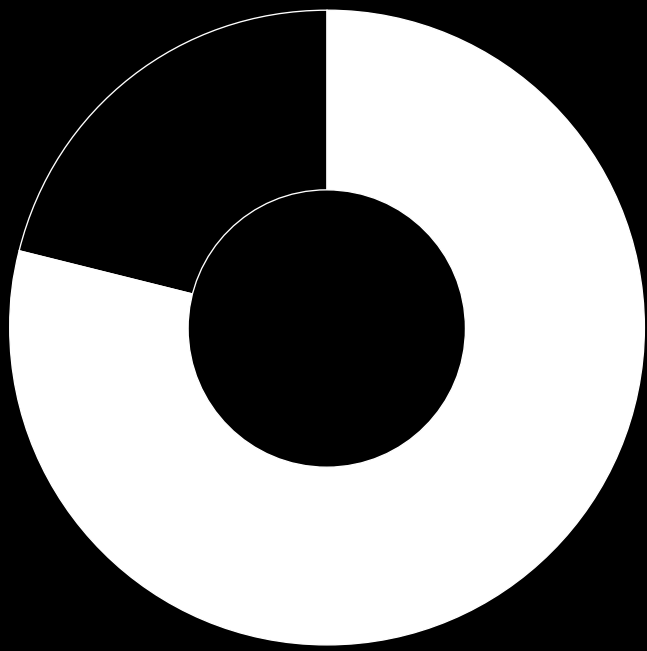


MALE



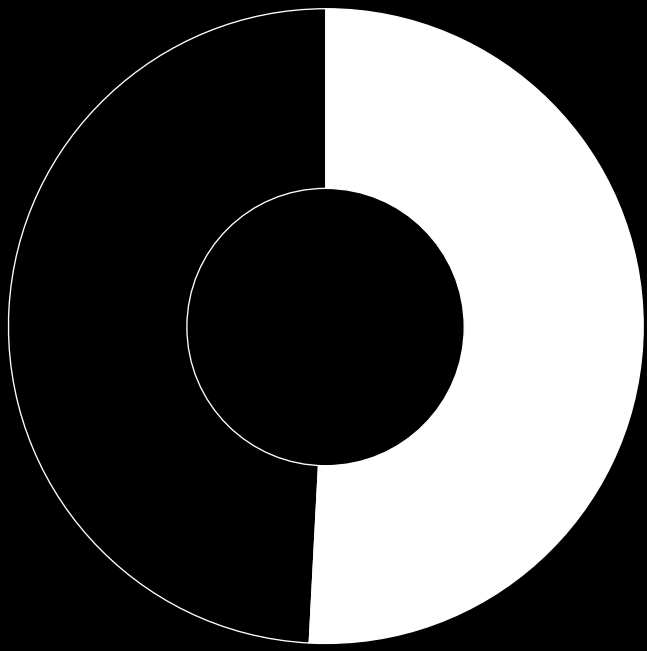
REPUBLIC.COM RETAIL LIMITED:
PAY QUARTILES

LOWER QUARTILE



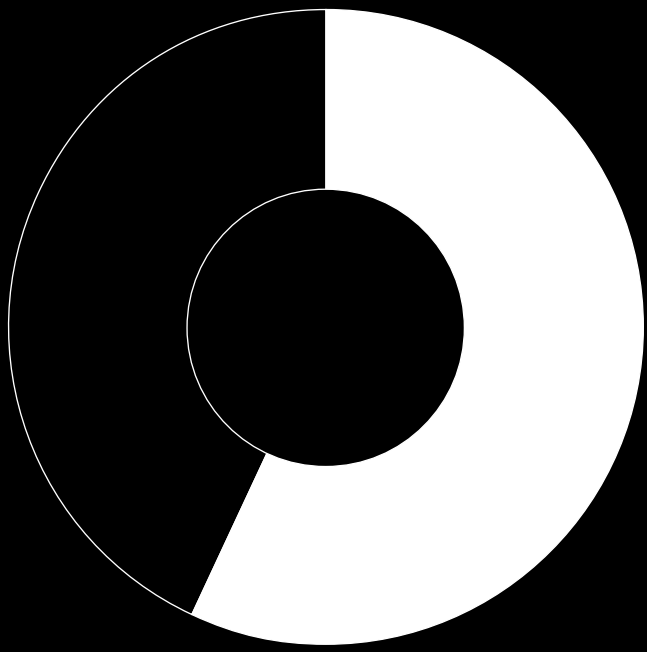
MALE 21% FEMALE 79%

LOWER MID QUARTILE



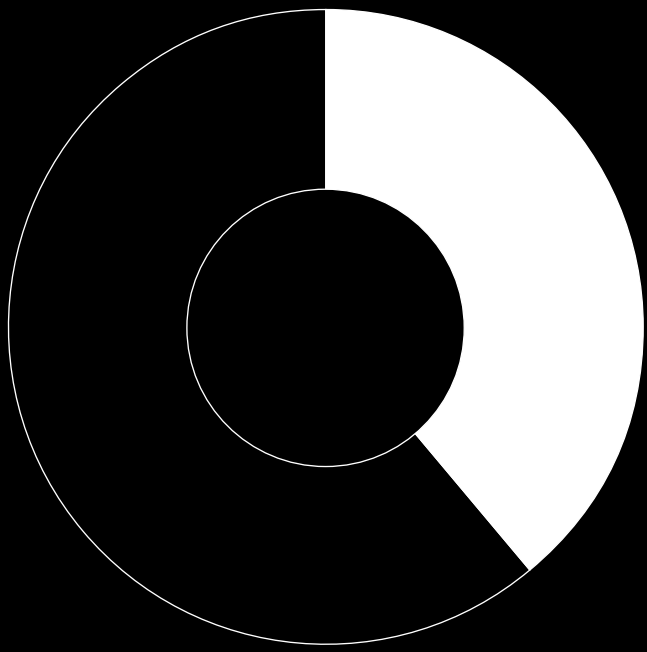
MALE 49% FEMALE 51%

UPPER MID QUARTILE



MALE 43% FEMALE 57%

UPPER QUARTILE



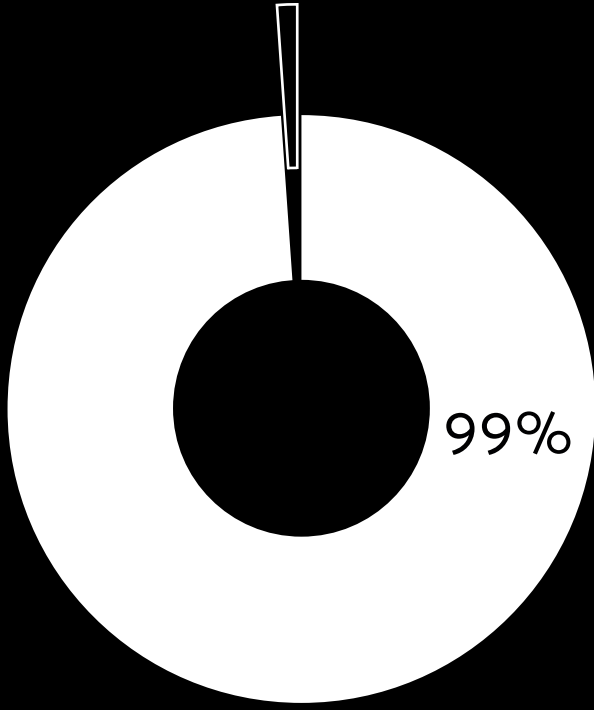
MALE 61% FEMALE 39%

PAY GAP
& BONUS GAP

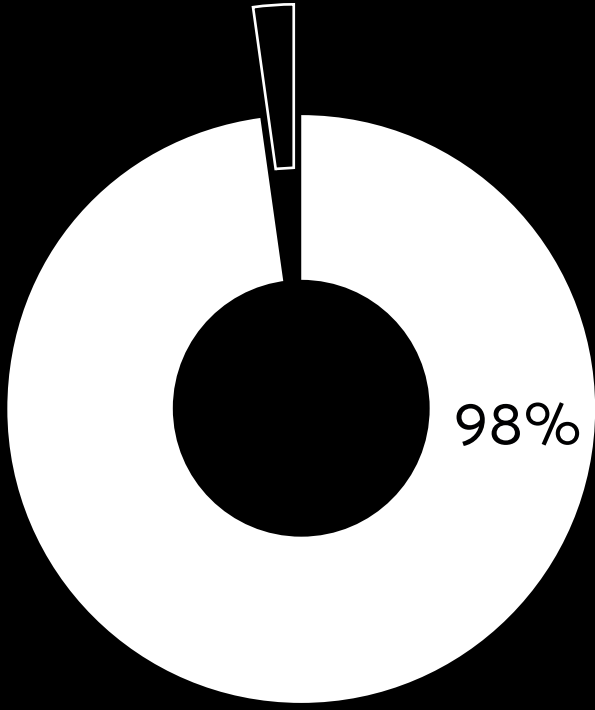
	MEAN	MEDIAN
PAY GAP	10%	6.1%
BONUS GAP	48.6%	42.2%

PROPORTION AWARDED A BONUS

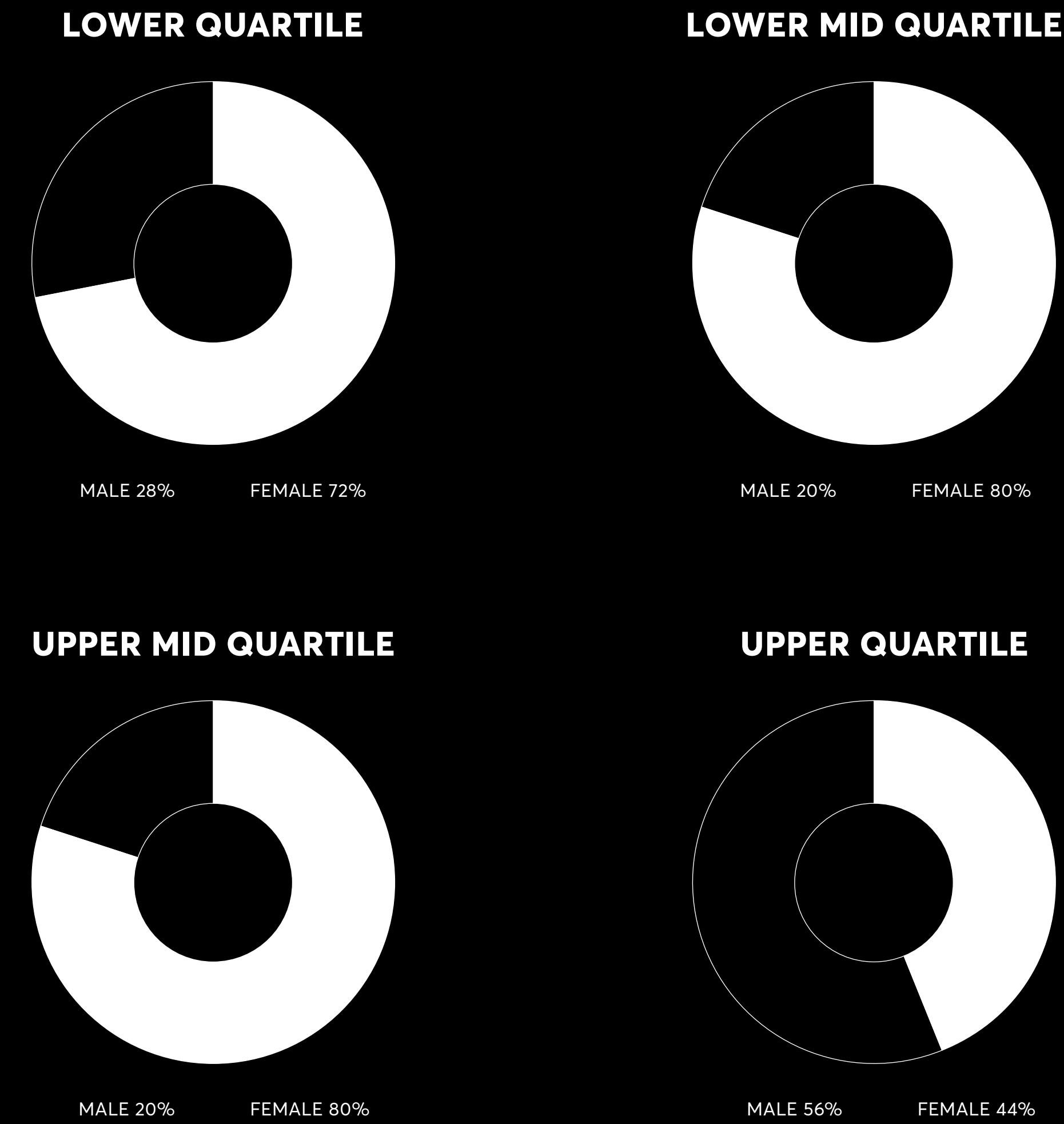
FEMALE



MALE



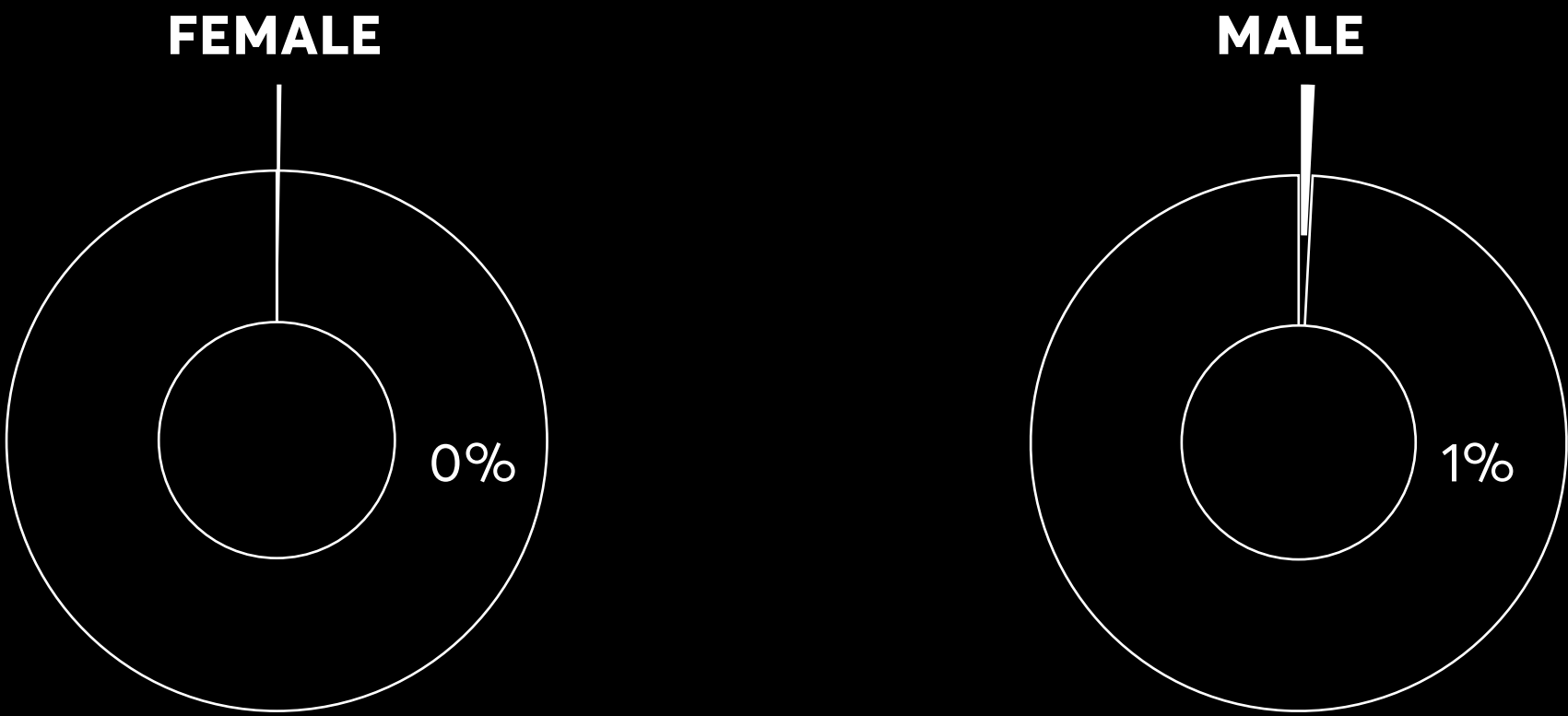
HOUSE OF FRASER LIMITED:
PAY QUARTILES



PAY GAP
& BONUS GAP

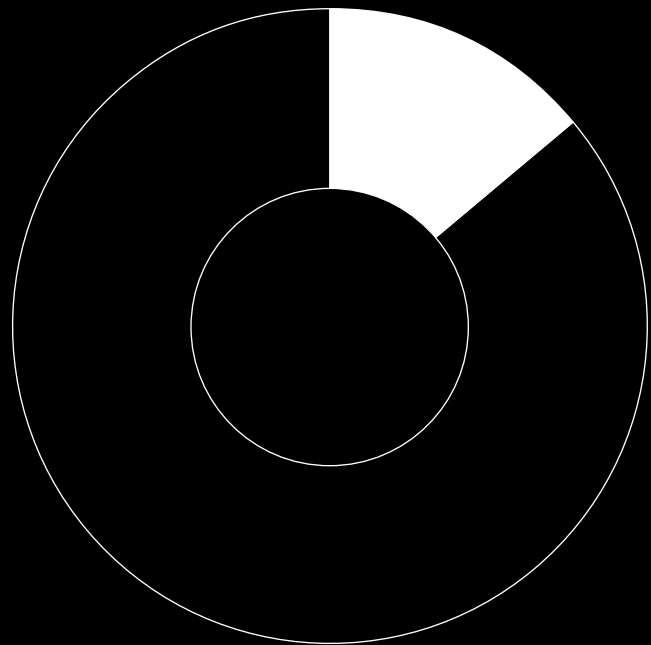
	MEAN	MEDIAN
PAY GAP	6.5%	0%
BONUS GAP	76.5%	81.3%

PROPORTION AWARDED A BONUS



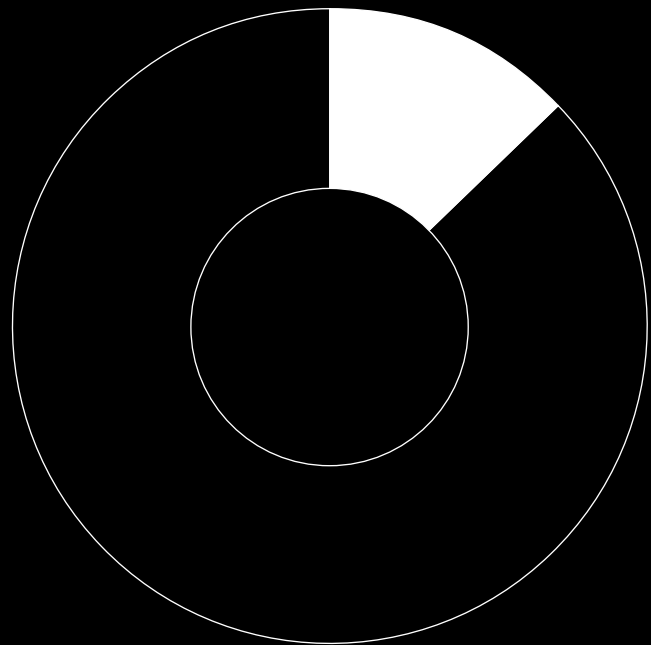
EVANS CYCLES LIMITED:
PAY QUARTILES

LOWER QUARTILE



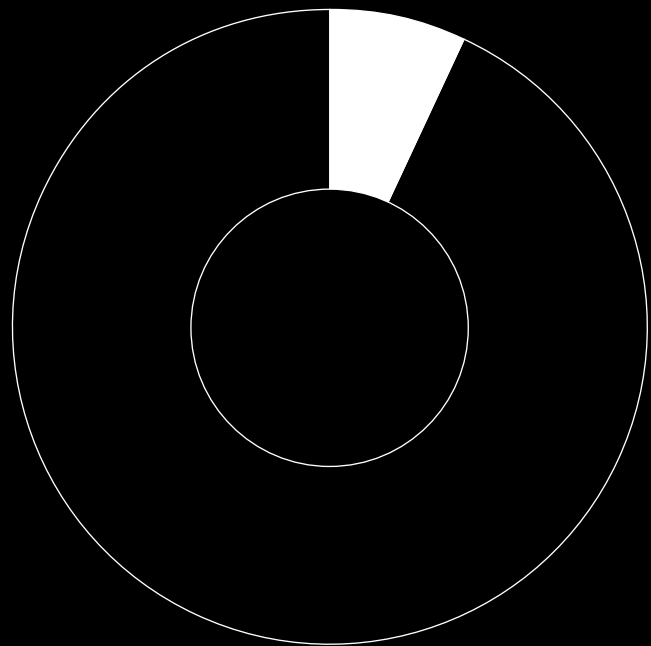
MALE 86% FEMALE 14%

LOWER MID QUARTILE



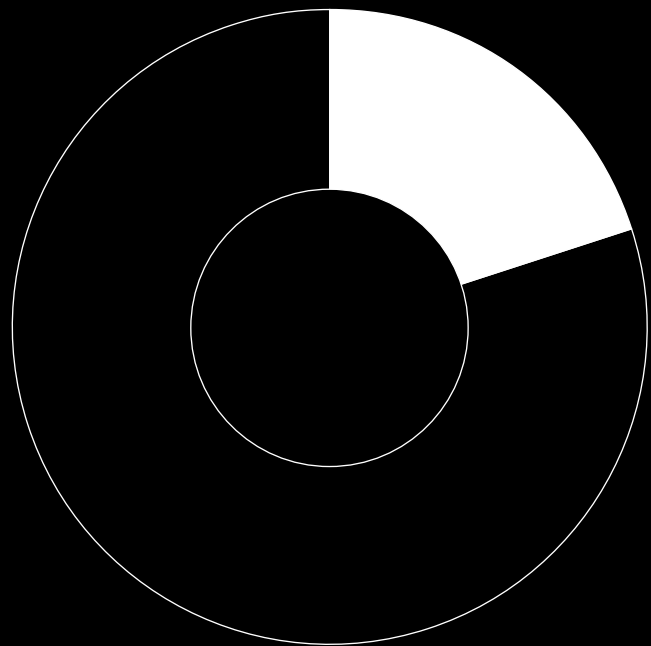
MALE 87% FEMALE 13%

UPPER MID QUARTILE



MALE 93% FEMALE 7%

UPPER QUARTILE



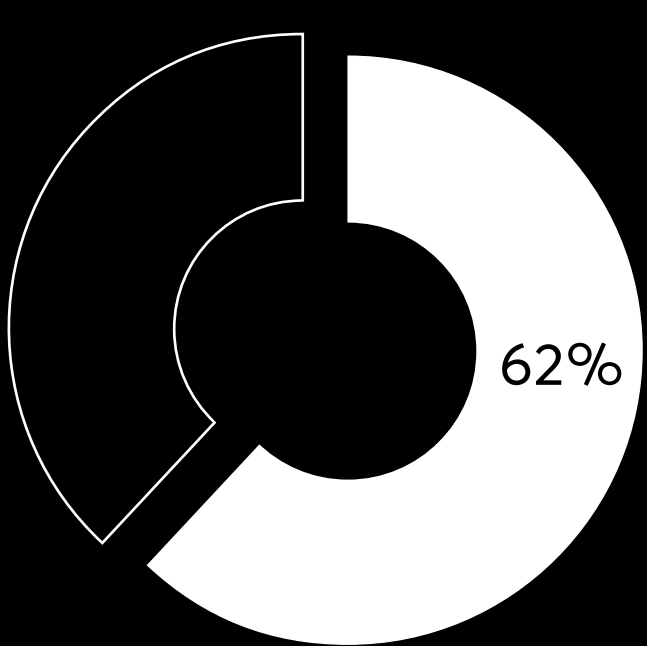
MALE 80% FEMALE 20%

PAY GAP
& BONUS GAP

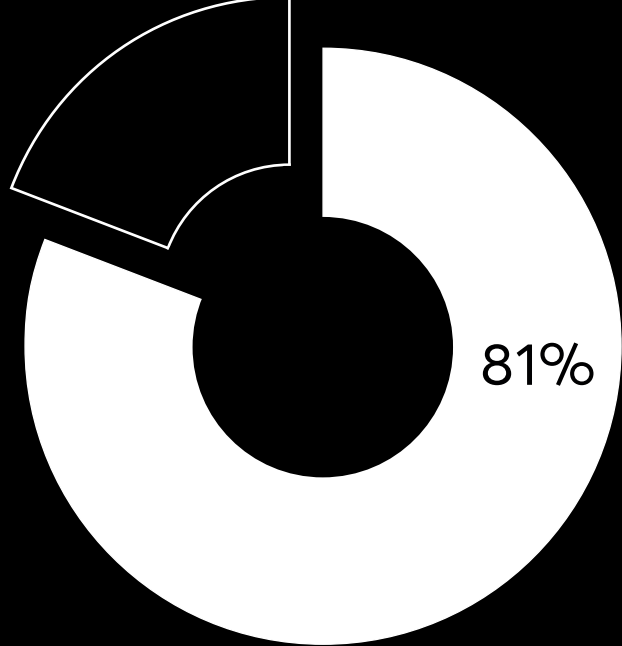
	MEAN	MEDIAN
PAY GAP	-17%	-1.2%
BONUS GAP	3.5%	7.9%

PROPORTION AWARDED A BONUS

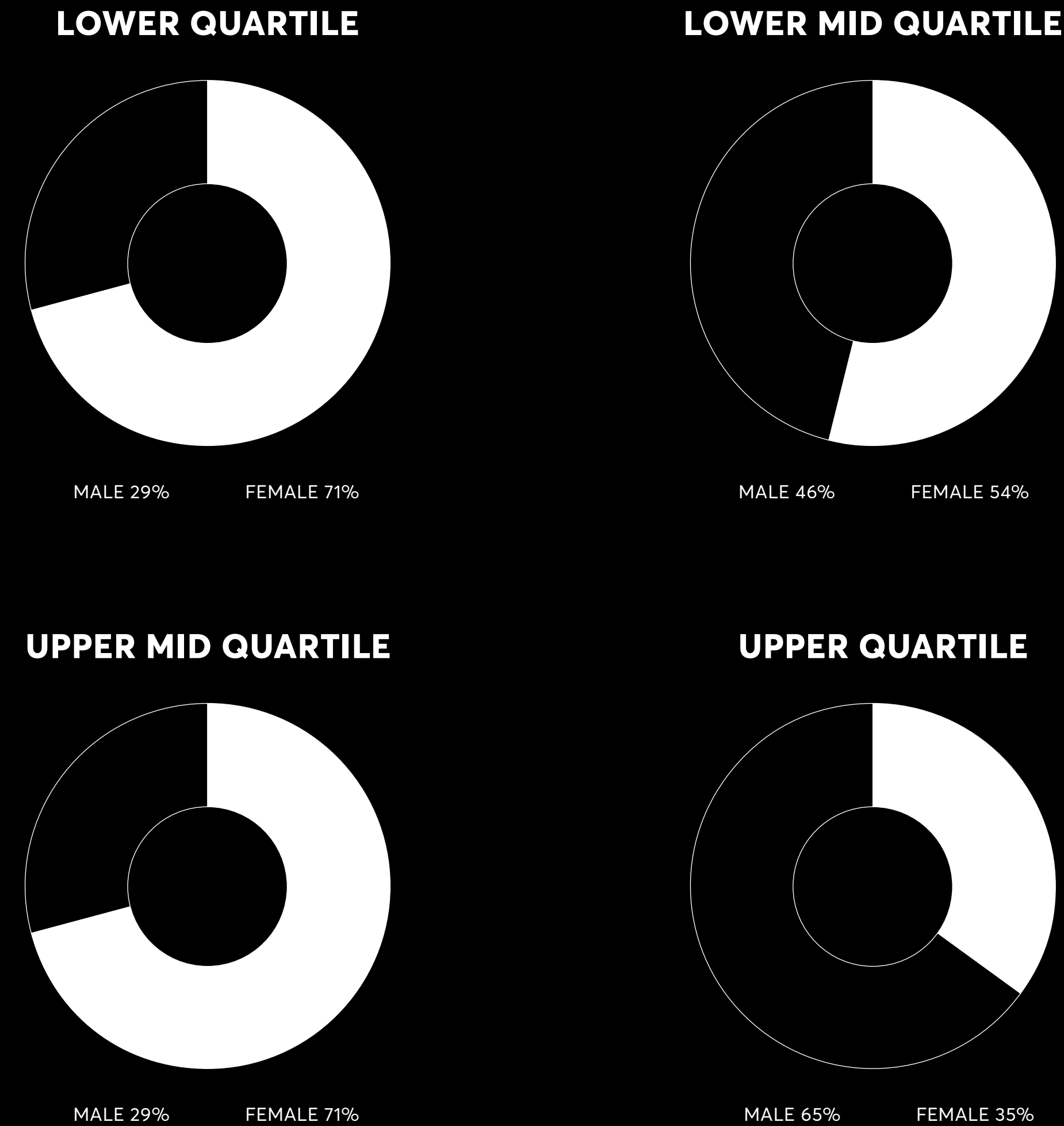
MALE



FEMALE



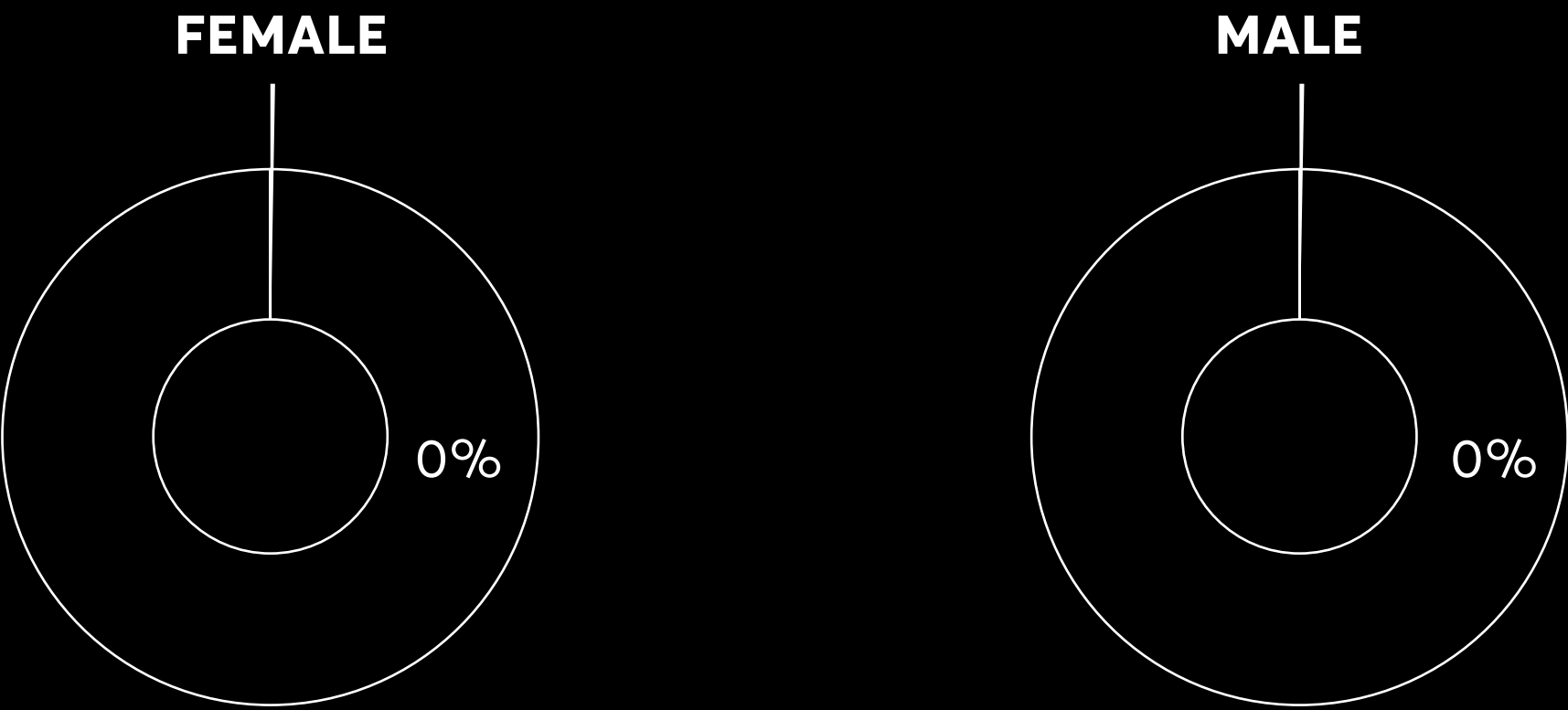
HEATONS LIMITED:
PAY QUARTILES



PAY GAP
& BONUS GAP

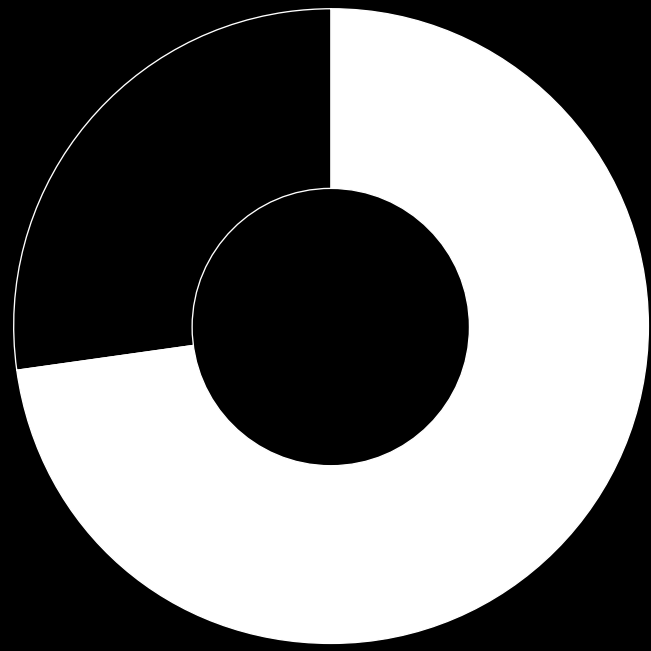
	MEAN	MEDIAN
PAY GAP	5.2%	0%
BONUS GAP	0%	0%

PROPORTION AWARDED A BONUS



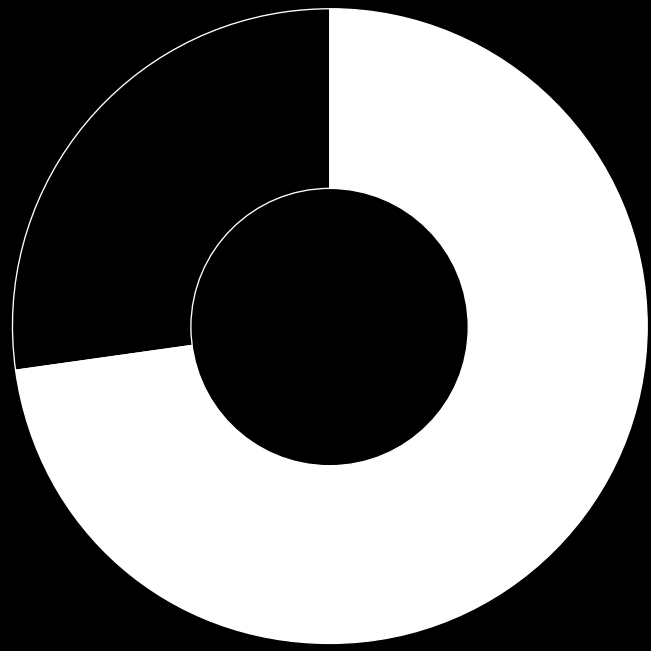
JACK WILLS:
PAY QUARTILES

LOWER QUARTILE



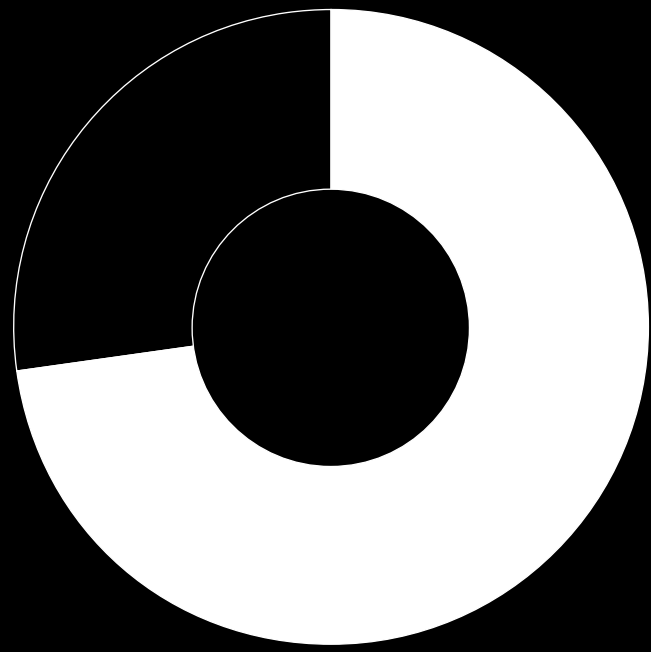
MALE 27% FEMALE 73%

LOWER MID QUARTILE



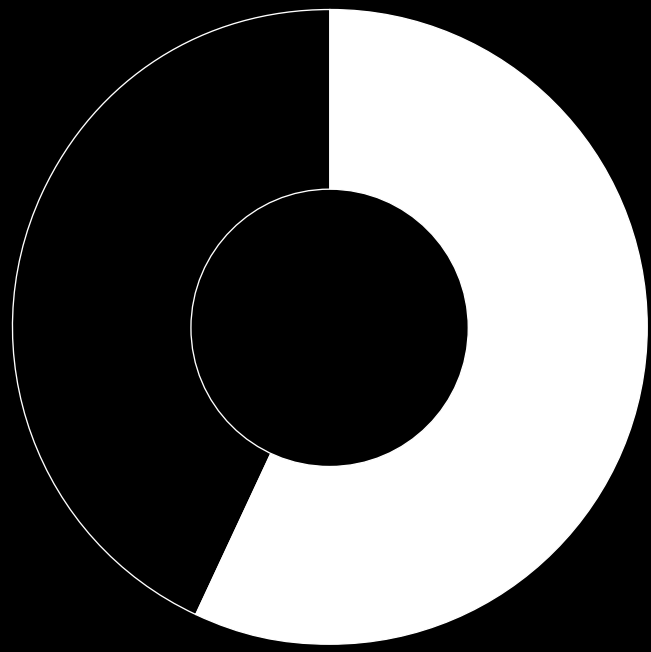
MALE 27% FEMALE 73%

UPPER MID QUARTILE



MALE 27% FEMALE 73%

UPPER QUARTILE



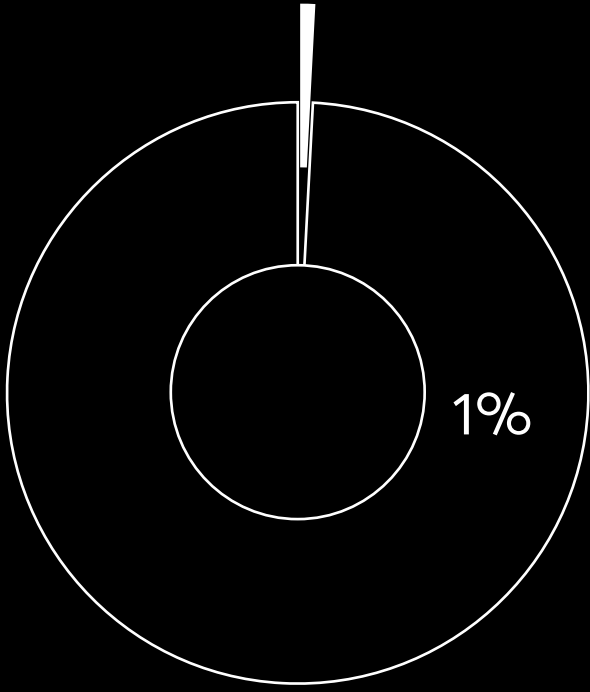
MALE 43% FEMALE 57%

PAY GAP
& BONUS GAP

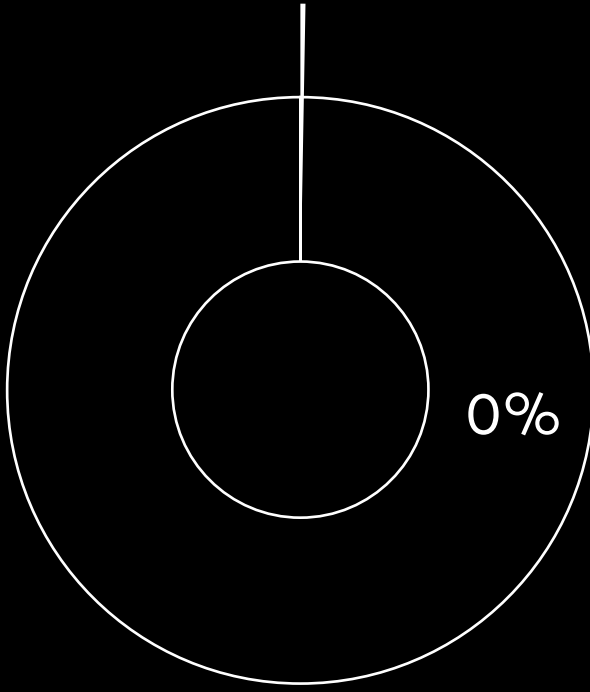
	MEAN	MEDIAN
PAY GAP	5.5%	0%
BONUS GAP	0%	0%

PROPORTION AWARDED A BONUS

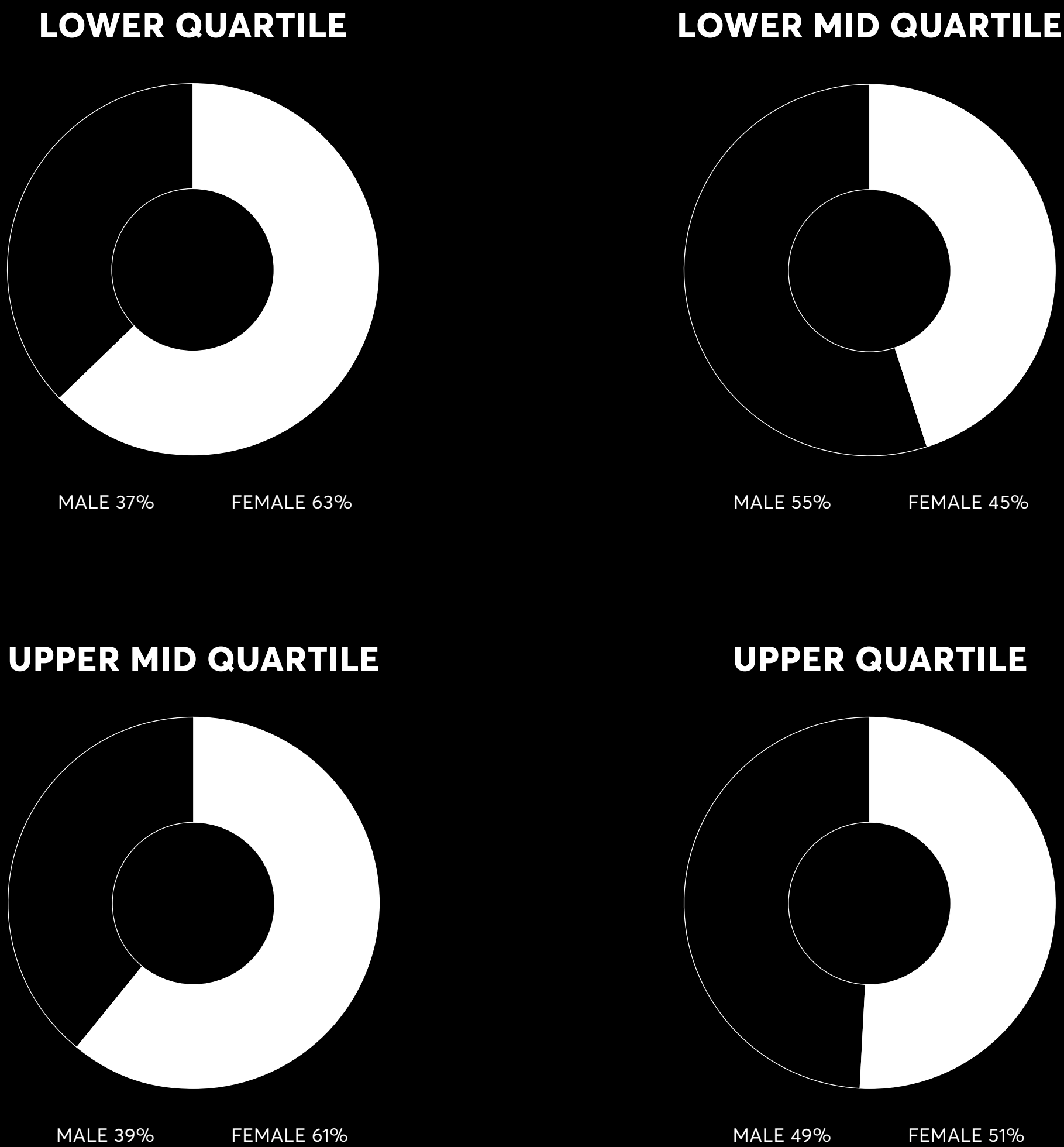
FEMALE



MALE



SPORTS DIRECT FITNESS: PAY QUARTILES



PAY GAP & BONUS GAP

	MEAN	MEDIAN
PAY GAP	-11.3%	-1.8%
BONUS GAP	-44.6%	27.5%

PROPORTION AWARDED A BONUS

