

FRASERS GROUP

# **PAY** REPORT

**UK GENDER PAY GAP REPORT 2024**

## UK GENDER PAY GAP REPORT 2024

This report sets out the UK Gender Pay Gap Report 2024 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<sup>(1)</sup>, the mean and median gender bonus gap<sup>(2)</sup>, 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 2024 only.

(2) The "bonus" gap is based on bonuses paid in the 12-month reference period to 5 April 2024.

## UNDERSTANDING THE GENDER PAY GAP

Our UK Gender Pay Gap Report 2024 provides an overall business summary for all UK employees and engaged workers in the Frasers Group, including the 10 entities within the Group which employ more than 250 people. Frasers Group had a Gender Pay Gap of 2.1% in 2024, compared to 3% in 2023. This year, we have included all bonus elements that our colleagues across the group receive, ensuring that our pay gap reflects the full scope of additional pay incentives that our teams have access to.

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 QUARTILES

LOWER QUARTILE



Male 43%

Female 57%

LOWER MID QUARTILE



Male 47%

Female 53%

UPPER MID QUARTILE



Male 46%

Female 54%

UPPER QUARTILE



Male 60%

Female 40%

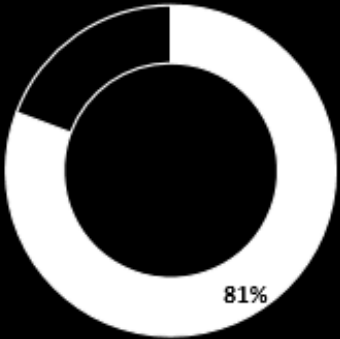
# PAY & BONUS GAP

PAY GAP							
	GROUP 2024	GROUP 2023	GROUP 2022	GROUP 2021	GROUP 2020	GROUP 2019	GROUP 2018
MEDIAN	2.1%	3.0%	2.6%	0%	0%	0%	6.3%
MEAN	10.1%	10.9%	10.3%	8.3%	6.6%	7.3%	8.4%

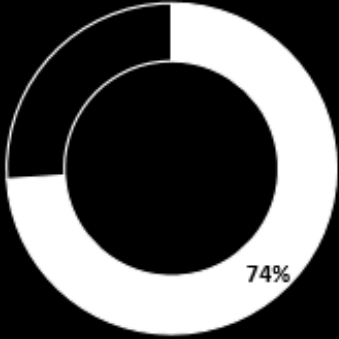
BONUS GAP	
MEAN	MEDIAN
36.3%	18.8%

## PROPORTION AWARDED A BONUS

FEMALE



MALE

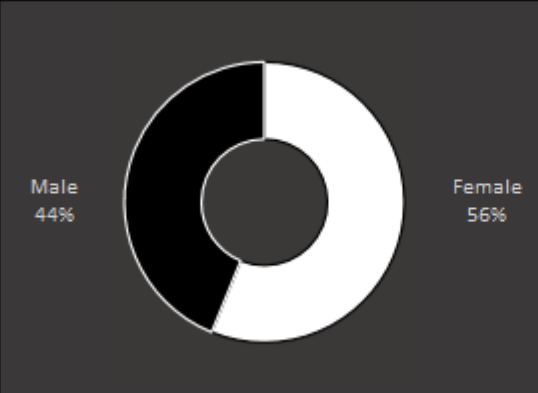


# PAY QUARTILES

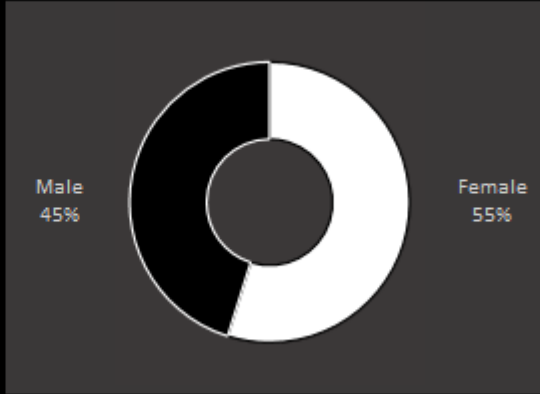
LOWER QUARTILE



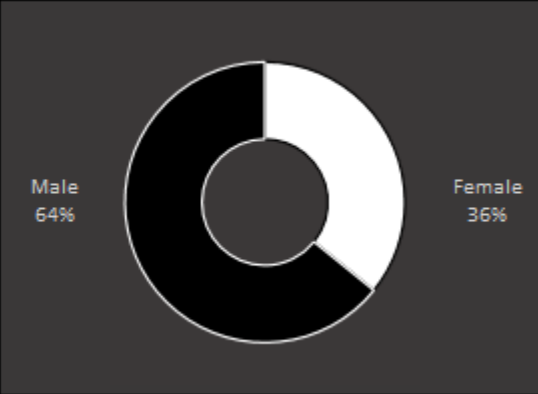
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



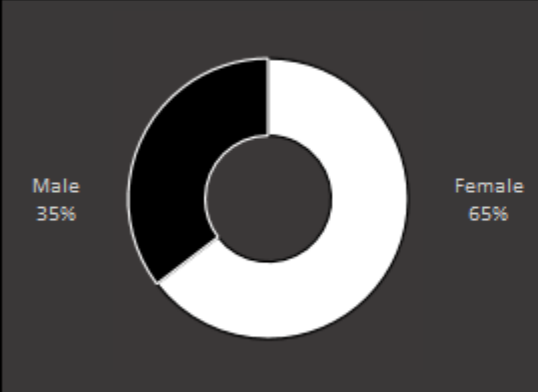
PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	12.2%	4.6%
BONUS GAP	43.6%	26.1%

PROPORTION AWARDED A BONUS

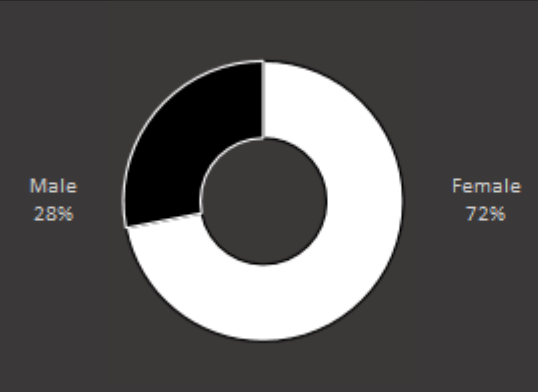


# PAY QUARTILES

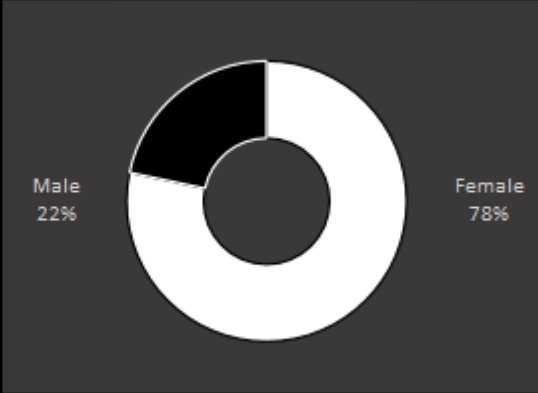
LOWER QUARTILE



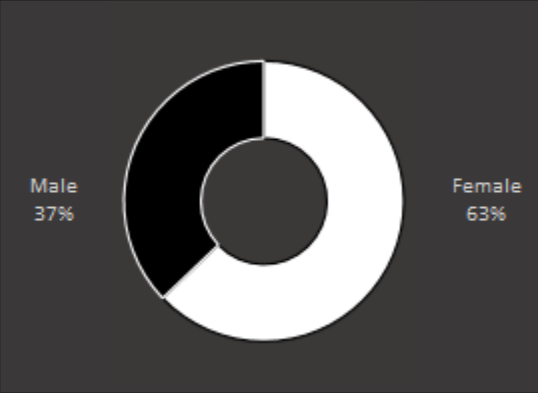
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	2.3%	-0.6%
BONUS GAP	30.3%	3.5%

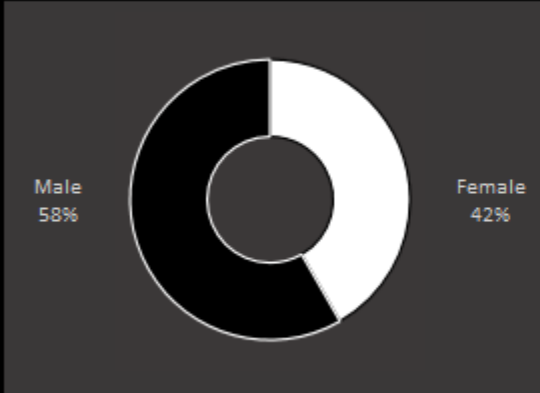
PROPORTION AWARDED A BONUS



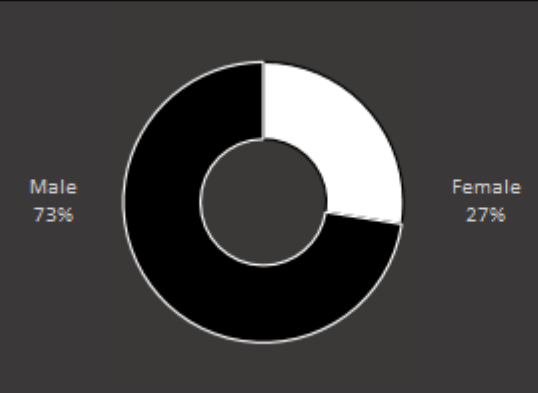
# GAME

## PAY QUARTILES

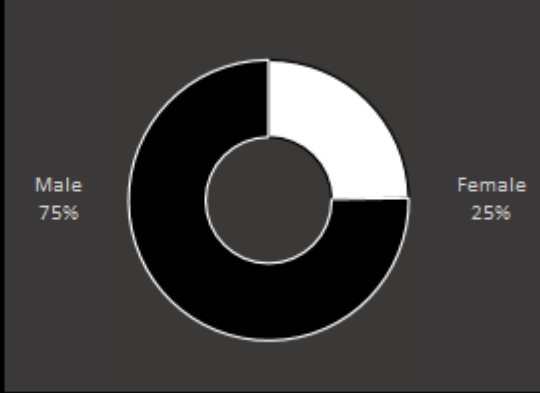
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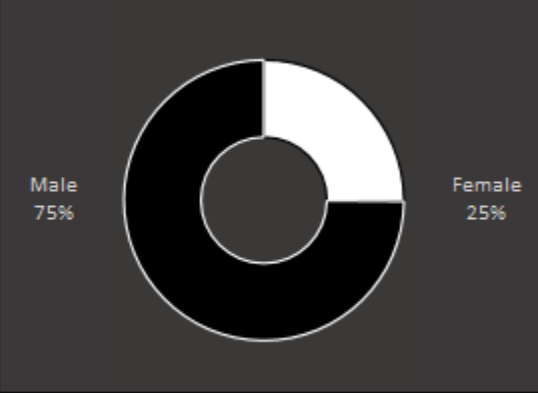
LOWER MID QUARTILE



UPPER MID QUARTILE

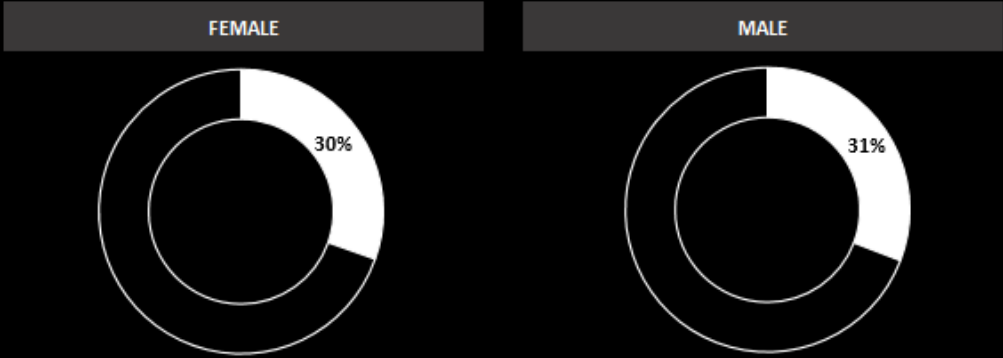


UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	4.9%	0.5%
BONUS GAP	70.8%	-37.1%

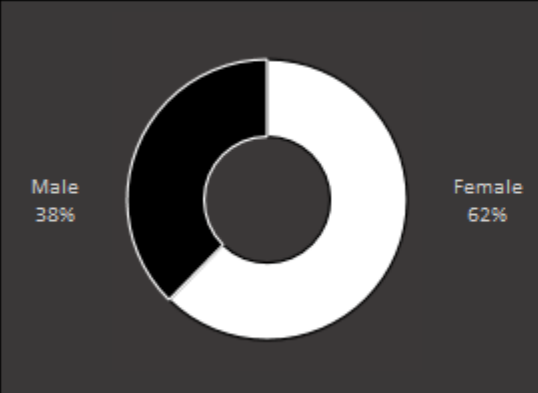
PROPORTION AWARDED A BONUS



# FLANNELS

## PAY QUARTILES

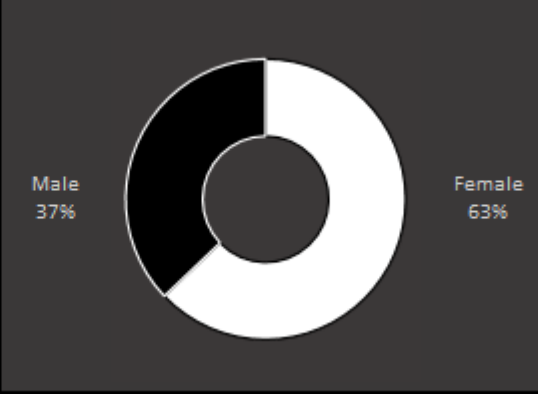
LOWER QUARTILE



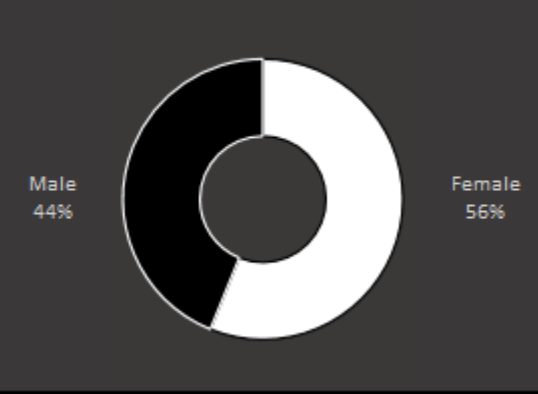
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	3.4%	1.2%
BONUS GAP	22.9%	8.3%

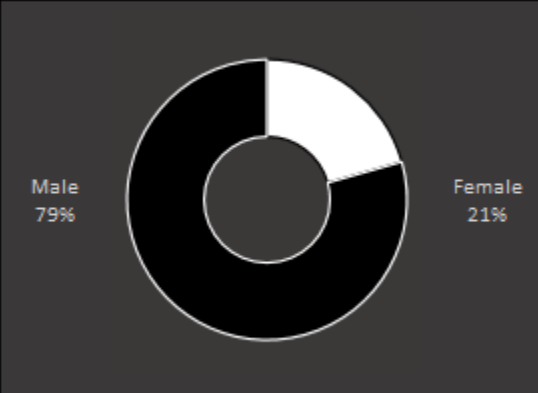
PROPORTION AWARDED A BONUS



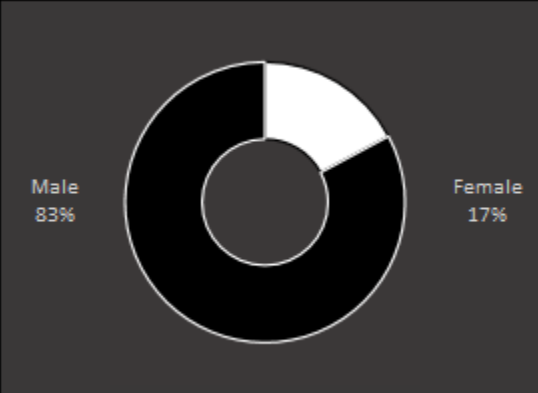


PAY QUARTILES

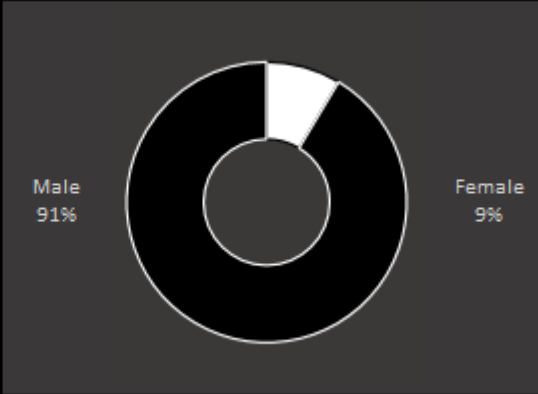
LOWER QUARTILE



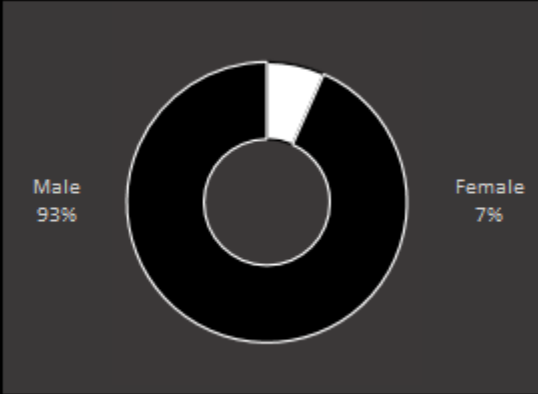
LOWER MID QUARTILE



UPPER MID QUARTILE

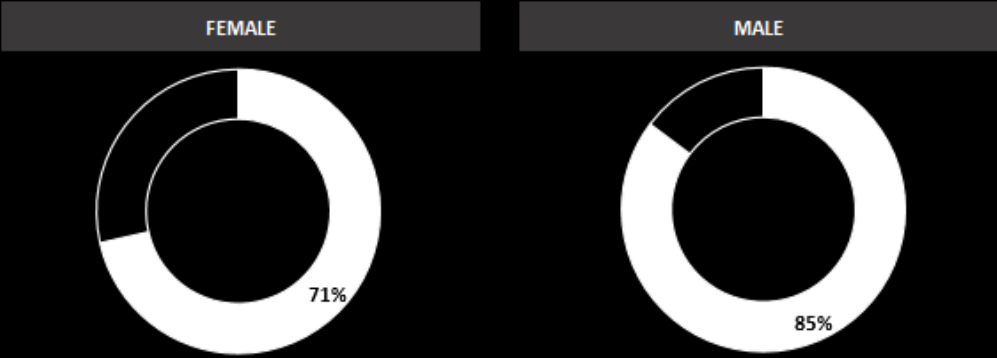


UPPER QUARTILE



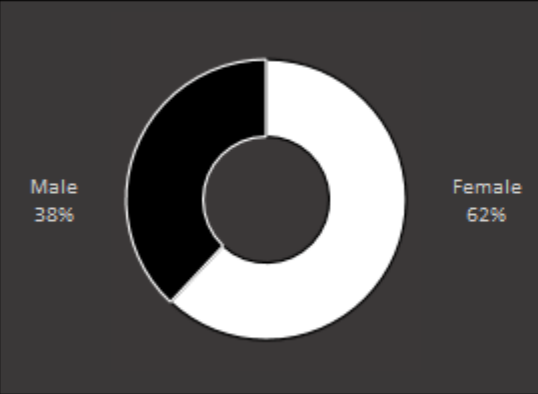
PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	13.1%	9.5%
BONUS GAP	38.2%	85.9%

PROPORTION AWARDED A BONUS

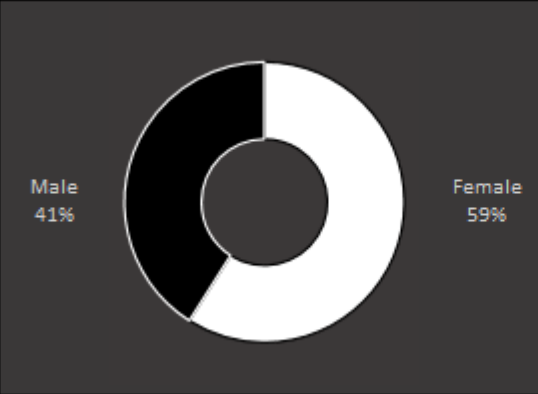


# PAY QUARTILES

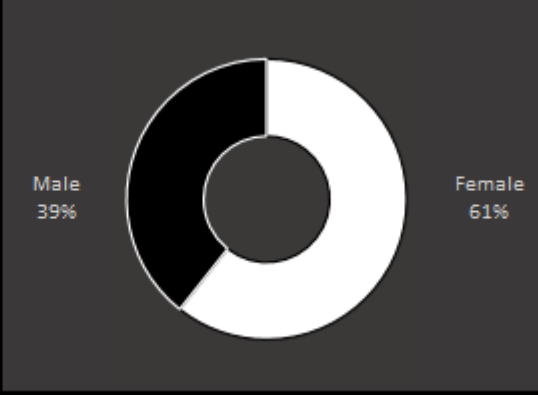
LOWER QUARTILE



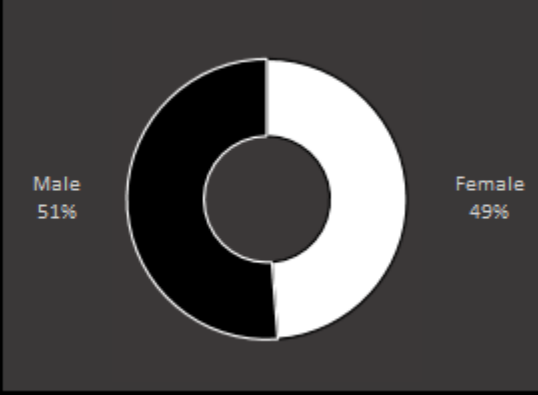
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



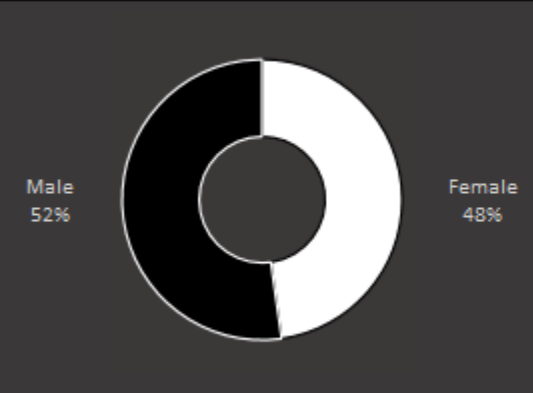
PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	6.6%	3.1%
BONUS GAP	39.4%	10.9%

PROPORTION AWARDED A BONUS

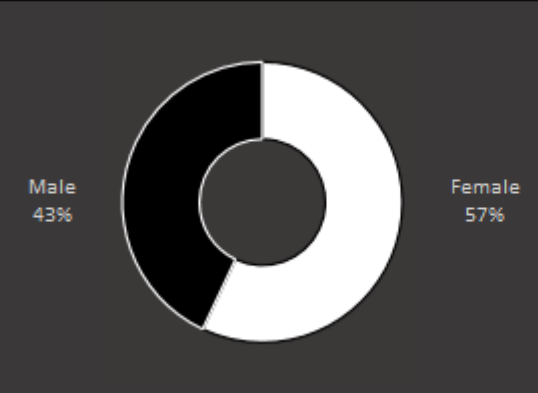


# PAY QUARTILES

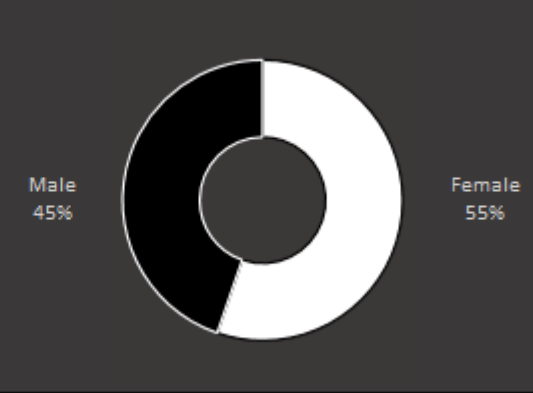
LOWER QUARTILE



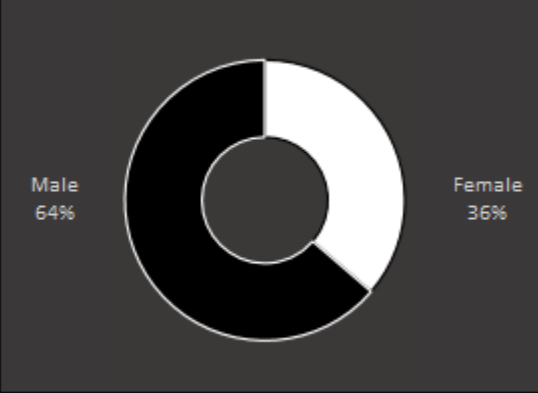
LOWER MID QUARTILE



UPPER MID QUARTILE

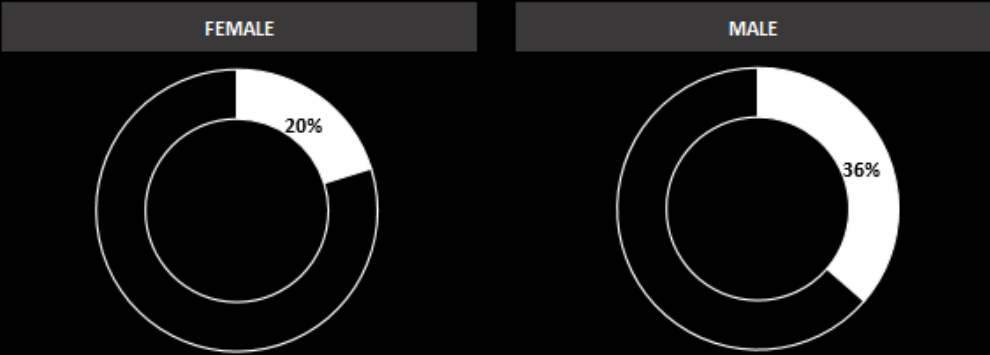


UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	1.1%	0%
BONUS GAP	11.7%	31.5%

PROPORTION AWARDED A BONUS





# PAY QUARTILES

## LOWER QUARTILE



## LOWER MID QUARTILE



## UPPER MID QUARTILE



## UPPER QUARTILE

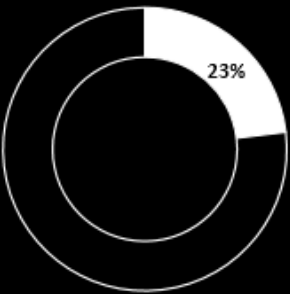


## PAY & BONUS GAP

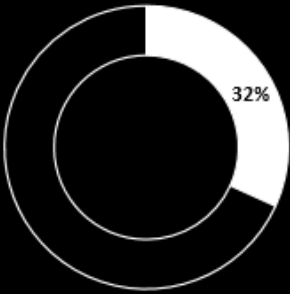
	MEAN	MEDIAN
PAY GAP	9.6%	0%
BONUS GAP	57.3%	62.6%

## PROPORTION AWARDED A BONUS

FEMALE

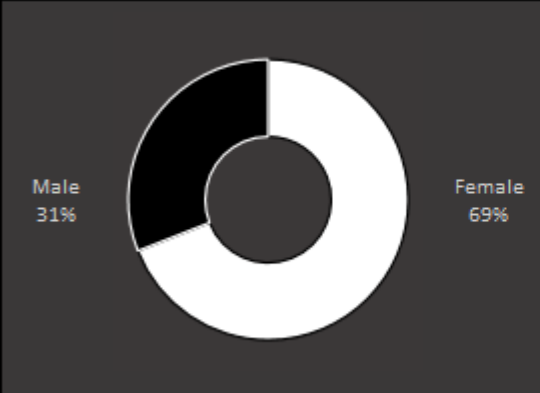


MALE

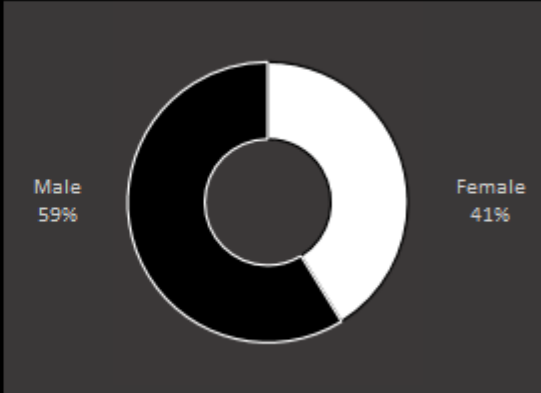


# PAY QUARTILES

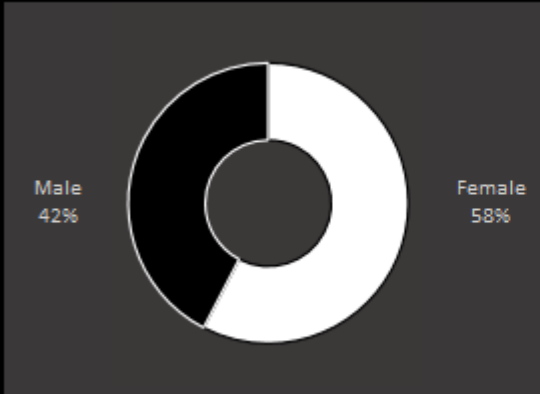
## LOWER QUARTILE



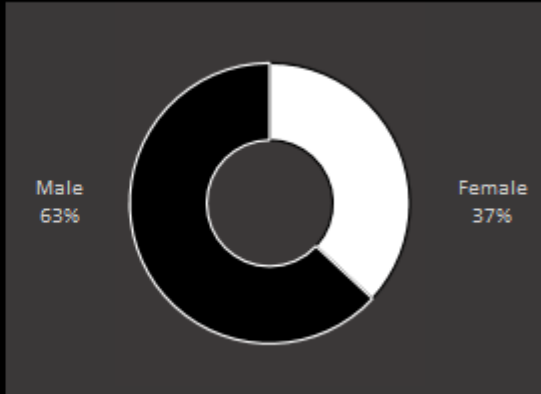
## LOWER MID QUARTILE



## UPPER MID QUARTILE



## UPPER QUARTILE



## PAY & BONUS GAP

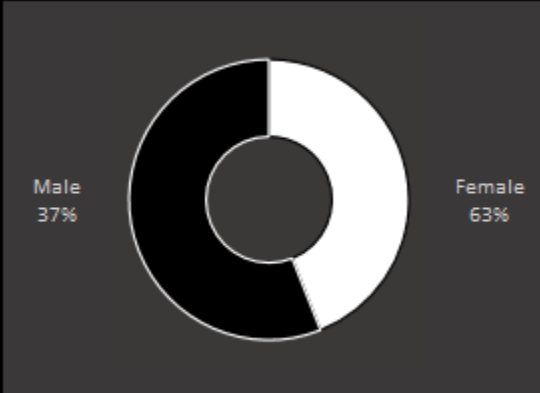
	MEAN	MEDIAN
PAY GAP	24.4%	9.1%
BONUS GAP	73.1%	67.1%

## PROPORTION AWARDED A BONUS

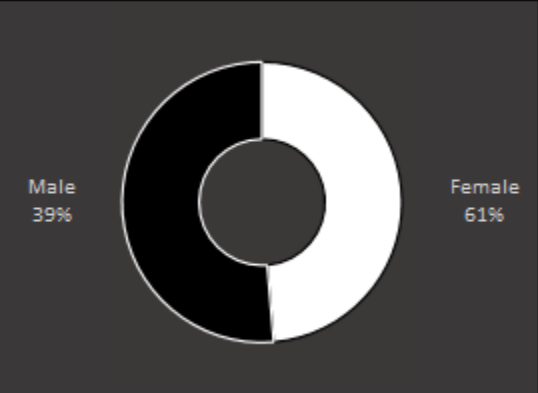


PAY QUARTILES

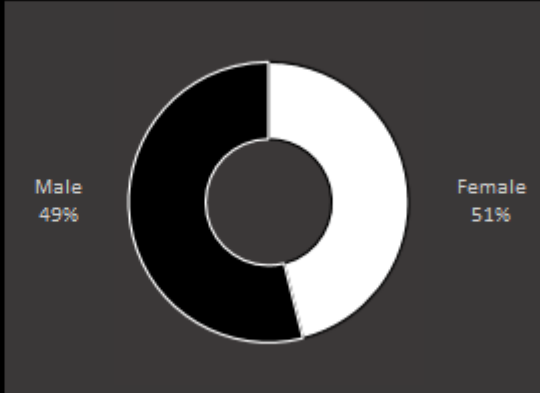
LOWER QUARTILE



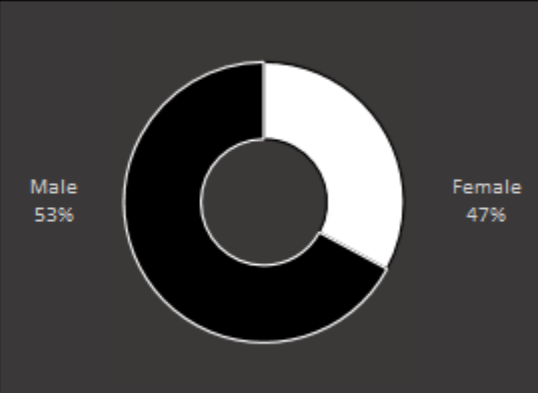
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



PAY & BONUS GAP		
	MEAN	MEDIAN
PAY GAP	8.9%	2.4%
BONUS GAP	7.9%	1.5%

PROPORTION AWARDED A BONUS

