

Ann Summers

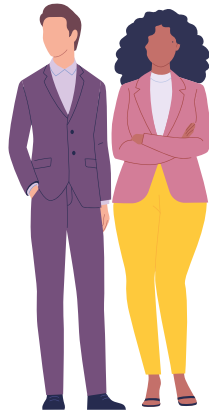
GENDER PAY GAP 2022

WHAT IS THE GENDER PAY GAP?

- The gender pay gap is **the difference in average gross hourly earnings between women and men**. It is based on salaries paid directly to employees before income tax and social security contributions are deducted.
- As part of the Government's commitment to tackle gender inequality, the gender pay gap report was introduced in 2017 for businesses with over 250 employees, to highlight the percentage difference between average hourly earnings for men and women.
- The gender pay gap is different to equal pay, which deals with the differences between men and women who carry out the same or similar job.

EQUAL PAY

is when men and women are paid the same amount for doing the same or similar job



THE GENDER PAY GAP

is the difference between the gross hourly earnings for all men and all women, regardless of the job they do



One of the main reasons for the gender pay gap is that men are more likely to be in senior roles

OUR RESULTS 2022

As a brand that exists to sexually empower women, and where all of our customers and colleagues can be their authentic selves, we believe our results do not reflect the reality of our business.

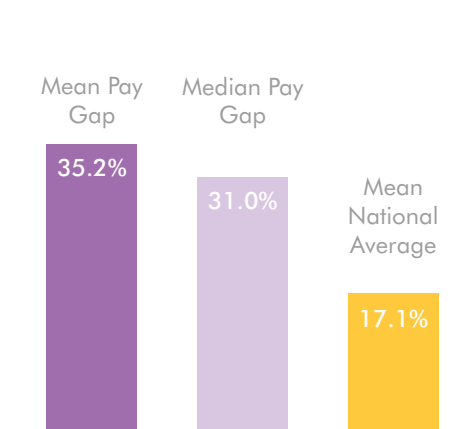
Through our diversity, equality and inclusion strategy, we are striving to support greater gender and cultural diversity as a business. It is therefore unfortunate that within the gender pay gap reporting framework we are only able to identify our colleagues through binary gender, and not how they choose to represent as individuals.

Despite this, on the 5th April 2022 we employed 623 females and 94 males, demonstrating how female centric our business is. Of those 623 females, 461 work in our retail stores.

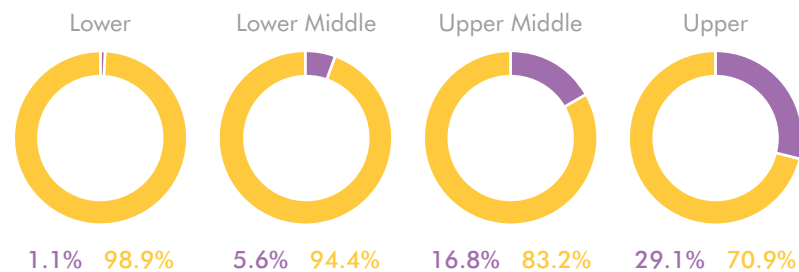
Given the sheer number of females we employ in store (where the hourly rate is generally lower than for our head office roles), we see our gender pay gap figures appear unfairly skewed towards males.

The figures also appear to have stepped back dramatically on the years 2020 and 2021, which were heavily impacted by our retail store closures as a result of covid. Whilst our store colleagues were furloughed we were unable to account for them in our gender pay gap report which has heavily skewed the data across that period.

MEAN / MEDIAN FIGURES



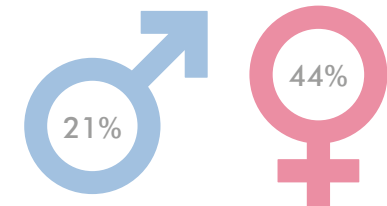
PAY QUARTILES



Proportion of **female** and **male** employees in each pay band quartile

BONUS PAY

21% of men and 44% of women received bonus pay



Bonus pay difference between men and women

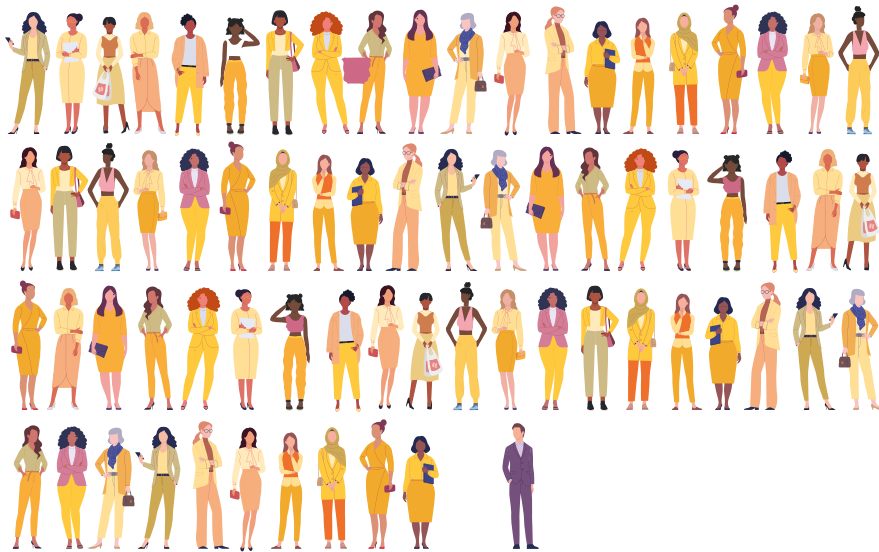
Mean: -168.6%* **Median: 16.7%***

*a minus % equals a gender pay gap in favour of women

WHAT IT'S REALLY LIKE AT AS?

When we look behind the data, it is clear that we remain a business with incredibly strong female-representation at all levels.

ANN SUMMERS FACTS



76 managers are **female**, one is **male**



There were 58 total promotions – 87.9% were **female**



SLT: **21 females** : **6 males**



Board consists of **6 females** and **4 males**



Women head up – buying, merch, wholesale, channel, retail, digital trade, marketing & customer ops, data, finance, people & talent, exec support

CREATING AN INCLUSIVE CULTURE

We continue to put our colleagues at the heart of our business. Here are just a few of the ways that we are improving our workplace culture:

- **Development of Female Talent** – we have specific Female Leadership Programmes which we are utilising to develop our future female talent.
- **Early Careers Programme** – in 2021 we launched an early careers programme within our Buying & Merchandising teams to support the progression of female talent within our business. The trial has been incredibly successful, and so we are planning a wider roll out of the scheme.
- **Inclusive policies** – this year we launched new inclusive and family friendly policies, as part of an ongoing project, to provide enhanced support, increased flexibility, and wellbeing aimed to provide greater support to all colleagues (irrespective of gender).
- **Wellbeing initiatives** – Alongside the new Menopause policy, training and support was provided to all managers and colleagues across the business. We are also working alongside the Home Office to support the Government's Enough Campaign, seeking to eradicate violence and abuse against women.
- **Targeted attraction of diverse talent** – most recently this has been focussed on attracting women in tech and working with fashion industry partnerships.
- **DE&I Strategy** – we are developing a more inclusive workplace through learning, goals, data and community. Working closely in partnership with internal colleague forums to shape and deliver change, whilst also partnering with external experts such as Stonewall and Diversity in Retail.



SUMMARY

We accept that our gender pay gap data will not be able to truly reflect the culture of our business, based on how the data is currently calculated.

However, it is always helpful to scrutinise our statistics every year and reflect on our own targets for improvement.

This year, as a result of the step-change in our results, our focus is on:

- Encouraging and supporting women into STEM (science, technology, engineering and maths) based roles in the business (with 4 recent senior appointments already achieved).
- Ensuring our retail environment creates an attractive working environment for all genders.
- Reviewing internal data and talent analytics to inform targeted change.
- Rolling out our early careers programme to support the female pipeline across our head office, retail stores and logistics operation.

Alongside this, we will also be continuing to improve our broader diversity, equality and inclusion strategy with the following key initiatives:

- Providing DE&I education and goals for every colleague in the business.
- Further review of our policies to improve flexibility and inclusivity.
- Launching Colleague Network Groups with initial focus on LGBTQ+ and Race & Ethnicity
- Continuing our focus on mental health and wellbeing

We're a business where our colleagues and our customers really matter to us, and we continue to strive to create an inclusive culture so that everyone has the opportunity to thrive.

To find out more, visit:

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