

Ann Summers

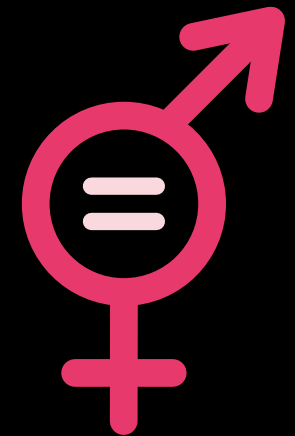
GENDER PAY GAP REPORT 2024

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, with social security contributions 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.

It's important to highlight that the gender pay gap is different to equal pay. Equal pay focuses on the differences between men and women who carry out the same or similar job.



Our Results

INTRODUCTION

This document is our annual Gender Pay Gap Report which provides a comprehensive overview of the gender pay gap data for Ann Summers, a brand that proudly champions female empowerment and exists to inspire, liberate and drive positive change for women.

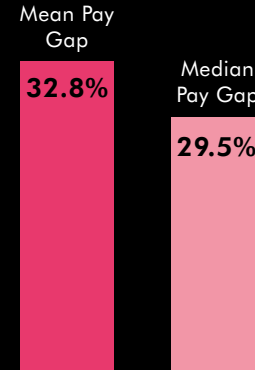
By analyzing and sharing this data, we aim to highlight our progress, identify areas for improvement, and reinforce our dedication to fostering an inclusive and equitable workplace where everyone has the opportunity to thrive.

SUMMARY OF THE DATA

We continue to be challenged by the current reporting framework, which does not effectively capture the essence of our business. As of April 5th, 2024, our workforce was made up of 1191 colleagues, 1083 women and 108 men; this is a clear reflection of our strong commitment to female representation. However, due to the predominance of women in our stores, our gender pay gap figures appear skewed, in favour of men.

Since our 2023 reporting, we have seen a notable decrease in our mean pay gap, indicating the progress being made towards pay equity.

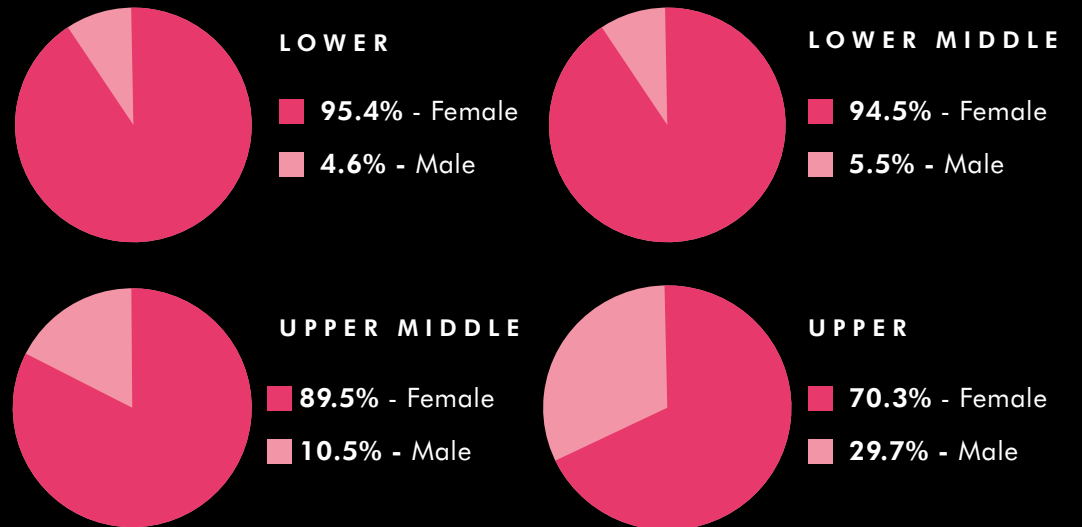
MEAN/MEDIAN FIGURES



BONUS PAY

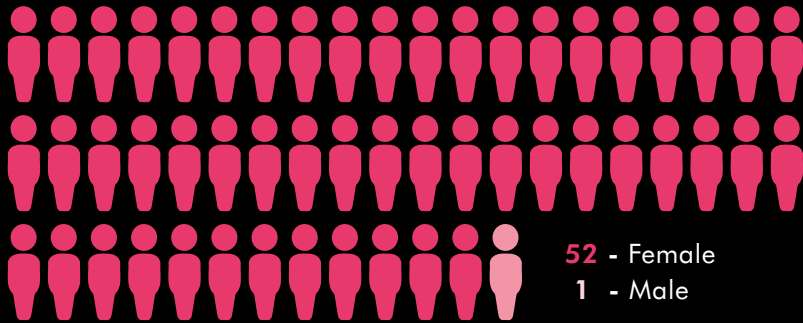
31% - Female
 17% - Male
 32.1% - Mean
 0.0% - Median

PAY QUARTILES



A True Snapshot Of Ann Summers

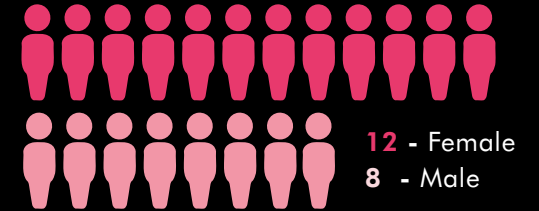
53 STORE MANAGERS



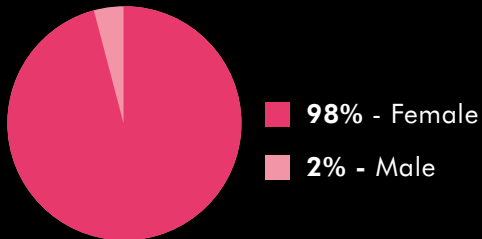
BOARD MEMBERS



SLT



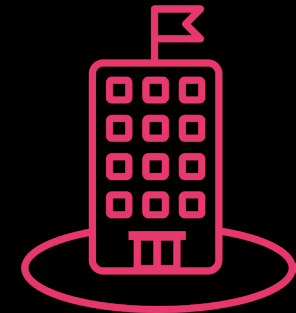
there were 105 promotions across the business, 98% were female.



31 female colleagues graduated from our internal Step Up programme



At Ann Summers we have women heading up the following departments; Buying, Merchandising, Third Party, Brand and Corporate Comms, Digital, People and Development, Talent and Engagement, Retail, Data and Legal.



Shaping An Inclusive Culture

STEP UP PROGRAMME

We offer a structured development programme providing our colleagues with the resources, tools and opportunity, to help springboard their learning, setting them up for future success in their career.

EARLY CAREERS PROGRAMME

We expanded our early careers opportunities across a broader scope of the business, to create a platform for people from all backgrounds to explore a corporate career in a range of different specialist areas.

EVOLUTION OF OUR INTERNAL COMMUNICATIONS

Through our values-led colleague communications, we have created an outlet to amplify our DEI initiatives, colleague achievements and progressive opportunities across all areas of the business.

FINANCE APPRENTICESHIPS

The introduction of our finance apprenticeships has provided fully funded training, supplemented with 'in-role- rotations, to enable a robustly supported route into a finance career.

WOMEN FUTURE LEADERS PROGRAMME

We enrolled a number of our female leaders on Diversity in Retail's Women Future Leaders Programme, providing them with the development, inspiration and industry network to propel their careers.

CHARITY PARTNERSHIPS

We remain committed to raising fund and awareness for our charity partners, Breast Cancer Now and the Retail Trust. We are also dedicated to our ongoing relationship with Stonewall as Diversity Champions, and WiHTL and Diversity in Retail, all of which shape our focus and inform our DEI strategy.

Overview

Whilst we understand that based on the way the gender pay gap data is calculated, we are unable to present a true reflection of our inclusive ethos, these insights do however, inform and support our ongoing investment to creating a diverse, inclusive and equitable environment for all our colleagues.

OUR KEY DEI FOCUS AREAS ARE:

- Setting targets to increase diverse representation, and identify metrics to review the impact of this
- Amplifying our DEI initiatives across the business, at all colleague levels
- Continuing to evolve an inclusive engagement strategy with maximum reach across all channels
- Re-igniting our DEI group, STRIVE, and set a clear agenda and core objectives
- Introducing DEI educational resources and training
- Exploring ways to further support colleagues of all genders, backgrounds and abilities
- Encouraging and supporting women onto career paths such as Finance, Tech and Legal
- Further leverage external partnerships to understand, educate and influence

RECOGNISING OUR EFFORTS AND SUCCESS, WE ARE DELIGHTED TO HAVE BEEN NOMINATED FOR SOME INCREDIBLE AWARDS IN 2024:



**PEOPLE
in RETAIL
AWARDS 2025**

European Contact Centre
& Customer Service
Awards 2024

FINALIST



...AND WERE EXTREMELY PROUD TO BE CROWNED GOLD WINNER FOR A PRESTIGIOUS RETAIL WEEK AWARD:



TO FIND OUT MORE, VISIT:

www.annsummers.com

www.careers.annsummers.com

www.linkedin.com/company/ann-summers