

Ann Summers

GENDER PAY GAP 2023

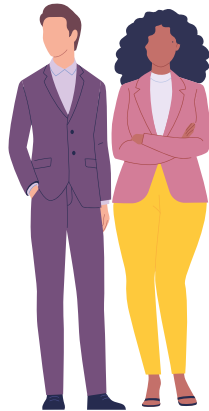
WHAT IS THE GENDER PAY GAP?

- 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 2023

INTRODUCTION

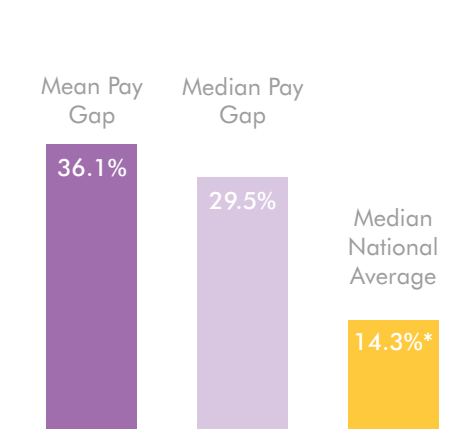
This document provides a brief overview of the gender pay gap data for Ann Summers; a brand that exists to sexually empower everybody and has pioneered change for women both personally and professionally since 1972.

SUMMARY OF THE DATA

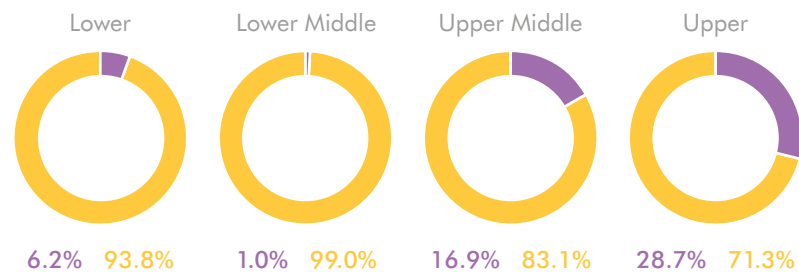
As in previous years, we remain disappointed that the reporting framework does not allow us to reflect the reality of our business. On the 5th of April 2023 we employed 767 females and 103 males, demonstrating the ongoing female centricity of our business. Given the sheer number of females we employ in store we see our gender pay gap figures appear unfairly skewed towards males.

The figures also appear to have stepped back on the reporting year 2022, which is as a result of people and group structure changes. We hope to see this data improve going forward.

MEAN / MEDIAN FIGURES



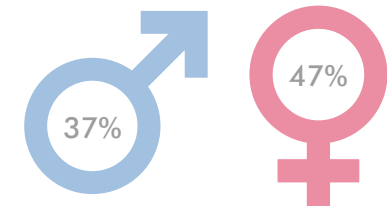
PAY QUARTILES



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

BONUS PAY

37% of men and 47% of women received bonus pay



Bonus pay difference between men and women

Mean: -28.1%* **Median: 8.4%***

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

*as per the ONS provisional data set for 2023 available here:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

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



83 store managers – 82 females and 1 male



There were 58 total promotions – 87.9% were female



SLT: 13 females : 7 males



Board consists of 5 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

Our diversity, equality and inclusion programme is a fundamental pillar of business strategy, and creating a workplace where every individual can thrive remains critically important to our ongoing success. Here are just a few of the developments we have made during this year:

- **Development of Female Talent** – Several of our Senior Leadership Team have been through the Diversity in Retail Leadership program aimed at strengthening the confidence, experience and development of female leaders in Retail.
- **Early Careers Programme** – we have continued the roll out of early careers programme to support the progression of talent within our buying and merchandising teams.
- **Inclusive Brand & People Values** – we recently re-launched our brand and people values making them much more inclusive to everyone. This has been a huge step forward for the business and firmly puts inclusion at the heart of who we are and what we stand for.
- **Comms and Training** – we have launched a monthly comms, called 'Strive at Work' to update our colleagues on our DEI activity. We have supported this with uploading regular training and information on our learning platform, Thrive. We have also relaunched our DEI working party, called Strive, and our colleague network groups, called Unity.
- **Championing wider causes** – As a business we support the Government's Enough campaign that seeks to eradicate abuse and violence against women. This cause led us to focus on how to support the personal safety of our retail colleagues, which included training around the idea of consent and feeling empowered to walk away from a sale if feeling uncomfortable – reinforcing how seriously we take our colleagues safety at work.



SUMMARY

As in previous years, we accept our gender pay gap data is not able to truly reflect the inclusive culture of our business, based on how the data is currently calculated.

Nonetheless, this does provide a useful snapshot each year to help us review and reflect upon our own targets across broader areas of diversity and inclusion.

This year, our DE&I focus is on:

- Updating our policies and practices for recruiting, training, and development, to ensure that they are aligned with the brand's values and mission of empowering everybody and celebrating diversity.
- Encouraging and supporting women into STEM (science, technology, engineering and maths) based roles in the business.
- Engage with colleagues and customers to understand individual perspectives and needs and create a culture of feedback and dialogue that fosters trust and respect.
- Communicate the brand's commitment towards gender equality and inclusion and showcase the progress made in each of these areas.
- Ensure our retail environment creates an attractive working environment for all genders.

Alongside this, we will also be continuing to improve our broader diversity, equality and inclusion strategy, aligning colleague talent and development to our DE&I targets, and creating a workplace where every individual can thrive.

To find out more, visit:

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