



ETHNICITY PAY GAP

APRIL 2022

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This is the second year we're publishing our ethnicity pay gap. It's not a legal requirement, but we want to be truly transparent and lead the way in pay gap reporting, and hold ourselves accountable to create the most inclusive, equal and diverse culture we can.

As of April 2022, 75% of our employees identified as white, 21% of our employees identified as AEM (All Ethnic Minorities), and 4% would prefer not to say.

CALCULATING THE ETHNICITY PAY GAP

The report calculates the difference in average pay between white employees and all ethnic minority (AEM) employees within our UK team. It's been calculated using the same method as our gender pay gap in line with UK Government regulations.

Our most recent report uses a snapshot date of 5 April 2022 and the table below summarises our Ethnicity Pay Gap results.

BONUS PAY GAP

We're a team. We win together, and we lose together. And so, our bonus structure is based on the same principle. Either all eligible staff receive a bonus, or no one does, with the bonus amount being a set figure determined by pay grade. Everyone in Gymshark plays a role in the results we achieve and the progress we make. The only condition to eligibility is the employee's start date, which can potentially impact the data.

OUR RESULTS

Our most recent report uses a snapshot date of 5 April 2022.

ETHNICITY PAY GAP

Mean: 8%

Median: 6%

BONUS PAY GAP

Mean: 11.5%

Median: 5%

PAY BY QUARTILES

To calculate our pay quartiles, we start by ranking all employees from highest to lowest paid. Then, we divide our entire payroll into four equal parts (upper, upper middle, lower middle, lower) before calculating the White, All Ethnic Minority (AEM) and 'Prefer not to say' split of each quarter.

	White	AEM	PNTS
Upper	80%	16%	4%
Upper middle	73%	25%	2%
Lower middle	77%	20%	3%
Lower	71%	23%	6%

OUR ETHNICITY PAY GAP EXPLAINED

Similar to our gender pay gap, AEM employees are underrepresented in higher pay grades.

SO, WHAT'RE WE DOING TO CREATE A LEVEL PLAYING FIELD?

Our commitment to closing the Gender Pay Gap (GPG) can be seen through our work to further strengthen inclusion, fairness and flexibility.

We also know that the Ethnicity Pay Gap data is only one measure to help us build a truly inclusive culture.

We'll continue to make progress towards our Equality, Diversity, and Inclusion (EDI) mission: To be a place where everyone belongs. A place where all employees feel confident to be whoever they want to be, bring their whole selves to work, and perform at their best.

So, here's what we're doing:

- We're reviewing all our employee benefits to ensure they're inclusive and relevant to all genders, identities and backgrounds.
- We're rolling out mandatory diversity and inclusion training modules, which include: Conscious Inclusion, Cultural Awareness, a greater understanding about Protected Characteristics and also Inclusive Leadership.
- We've introduced a new employee resource group "The Belonging Committee", which has four key objectives to help us make progress towards our EDI Mission. The committee is proactive in driving impactful change for our people, and is currently taking an intersectional approach focusing on: Social Inclusion, Accessibility, Inclusive Comms and Engagement, and Representation & Empowerment.