



GENDER PAY GAP

APRIL 2022

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In 2017 the UK Government made it mandatory for all organisations with more than 250 employees to report their gender pay gap. This was a step we welcomed, and in 2019 we were big enough to produce our first report.

CALCULATING THE GENDER PAY GAP

The Gender Pay Gap calculates the difference in mean and median pay between our male and female employees within the UK. This includes our employees working at HQ, remotely, and in our retail store.

Gender pay is different to “equal pay”. Equal pay refers to the amount a person is paid for doing the same or similar job and work of equal value.

The “mean” is when we find the overall average of male and female pay, and then find the % that male pay is greater by.

The “median” is when we line up all male salaries and all female salaries, look at the middle salary for both and calculate the % difference between the middle male and the middle female.

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.

GENDER PAY GAP

Mean: 30%

Median: 29%

BONUS PAY GAP

Mean: 8%

Median: 48%

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 male and female split of each quarter.

	Female	Male
Upper*	36%	63%
Upper middle	52%	48%
Lower middle	66%	34%
Lower	69%	31%

*1% of the population in the Upper Quartile have preferred not to share their gender.

OUR GENDER PAY GAP EXPLAINED

We're actively looking behind our headline figures to better understand what actions we can take to reduce our pay gap.

We have a gender split of 44% male employees and 56% female employees.

Currently our gender pay gap exists due to:

- Under-representation of female employees in the highest-grade jobs, and over-representation of female employees in lower-grade jobs.
- Women make up 24% of the Tech function, which is a relatively highly paid function.
- Women make up 29% of the combined senior leadership roles of Chief, Director, and Head of functions.

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 GPG 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 piloting a mentoring scheme to support women at Gymshark.
- Our planned journey to increase "pay transparency" includes pay education for everyone and stronger governance to ensure we establish pay parity according to grade and performance level.
- We've introduced an internal group involving all our female senior leaders – "Women Who Lift" – who act as role models and support female colleagues in understanding how to progress in their career.
- 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.

We're also taking a long-term view, which in the short-term may have a negative effect on our pay gaps, but we believe it's the right thing to do.

- Supporting maternity and parental leave returners, finding a balance that works for working parents.
- Offering more junior roles to females in tech and developing them internally.