

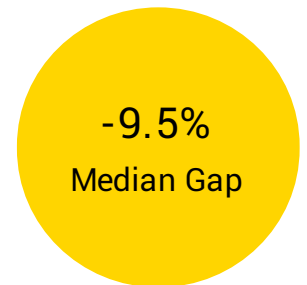
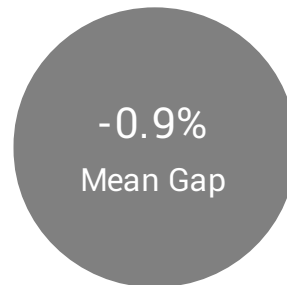


## Gender Pay Gap Report For 2019

Since April 2017, legislation requires employers to publish their Gender Pay Gap results. The Gender Pay Gap is defined as the difference in the average earnings of men and women in a standard time period. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men. This report details the gender pay gap for URBN UK Ltd between 4/4/19 and 4/4/19.

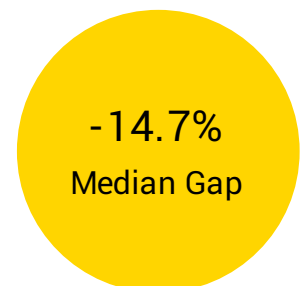
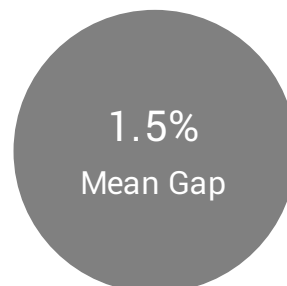
### Basic Pay Gap

The Mean Hourly Pay for women is 1.1% higher than men's at URBN UK Ltd; while their Median Hourly Pay is 9.5% higher. In other words, women earn 101p for every £1 that men earn at the mean hourly pay rate, and 109p for every £1 that men earn at the median rate.



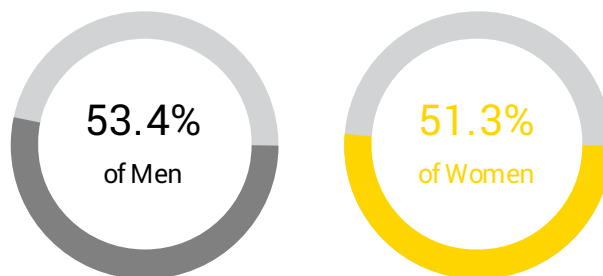
### Bonus Pay Gap

The Mean Bonus Gap in URBN UK Ltd is 1.5% as Men's Mean Bonus Pay is £3,237.40, while Women's Mean Bonus Pay is £3,189.02. Additionally, the Median Bonus Pay for Men is £185.40 and £212.70 for Women, resulting in a Median Bonus Gap of -14.7%.

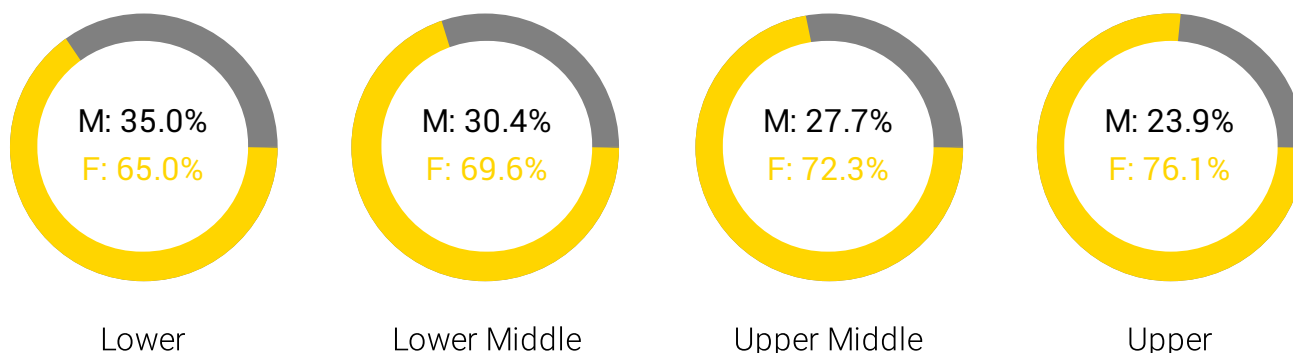


## Proportions Receiving Bonuses

The URBN UK Ltd workforce is comprised of 28.6% of Men and 71.4% of Women. During the reporting period, bonuses were received by 53.4% of Men and 51.3% of Women.



## Proportions By Pay Quartile



This illustrates the gender distribution of 1,868 employees at URBN UK Ltd across four equally sized quartiles. The distribution of Men and Women is 35.0% Men / 65.0% Women for the Lower Quartile, 30.4% Men / 69.6% Women for the Lower Middle Quartile, 27.7% Men / 72.3% Women for the Upper Middle Quartile and 23.9% Men / 76.1% Women for the Upper Quartile.

URBN UK Ltd is committed to providing equal employment opportunities to all without regard to race, colour, religion, sex, national origin, age, disability, genetics, sexual orientation, gender identity or gender expression. We ensure that our policies and opportunities continue to be fair for all of our employees. We are not complacent; achieving and maintaining gender equality is a key focus for our business.

I confirm the data reported is accurate.

Emily Lofting-Kisakye, HR Director