

Who are we?

Urban Outfitters (URBN UK Limited) started in the UK in 1998. We're a passionate, creative, entrepreneurial bunch who think outside the box and are all about providing a unique shopping experience that's inspirational.

Equal Opportunities

At Urban Outfitters we truly believe that the dedication and energy of our team is at the heart of our success.

As part of this Urban Outfitters is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, colour, religion, sex, national origin, age, disability, genetics, sexual orientation, gender identity or gender expression.

Gender Pay – Introduction

Gender Pay Gap legislation has been introduced in the UK. This legislation requires all businesses to publish their gender pay gap figures every year. A gender pay gap is the percentage difference in the average hourly earnings of men and women. The data used in this report is taken on the required snapshot date of 5 April 2017 and captures the mean and median differences in hourly pay and bonus paid to men and women. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

Gender Pay Gap

We have looked at the pay of our employees across our business. We are pleased to report that our gender pay gap is significantly lower than the national average of 18.4% and in the case of median ordinary pay we actually pay our women more.

Women are paid 4% less than men of ordinary pay, as a mean average.

Women are paid 9.6% more than men of ordinary pay, as a median average.

Gender Bonus Gap

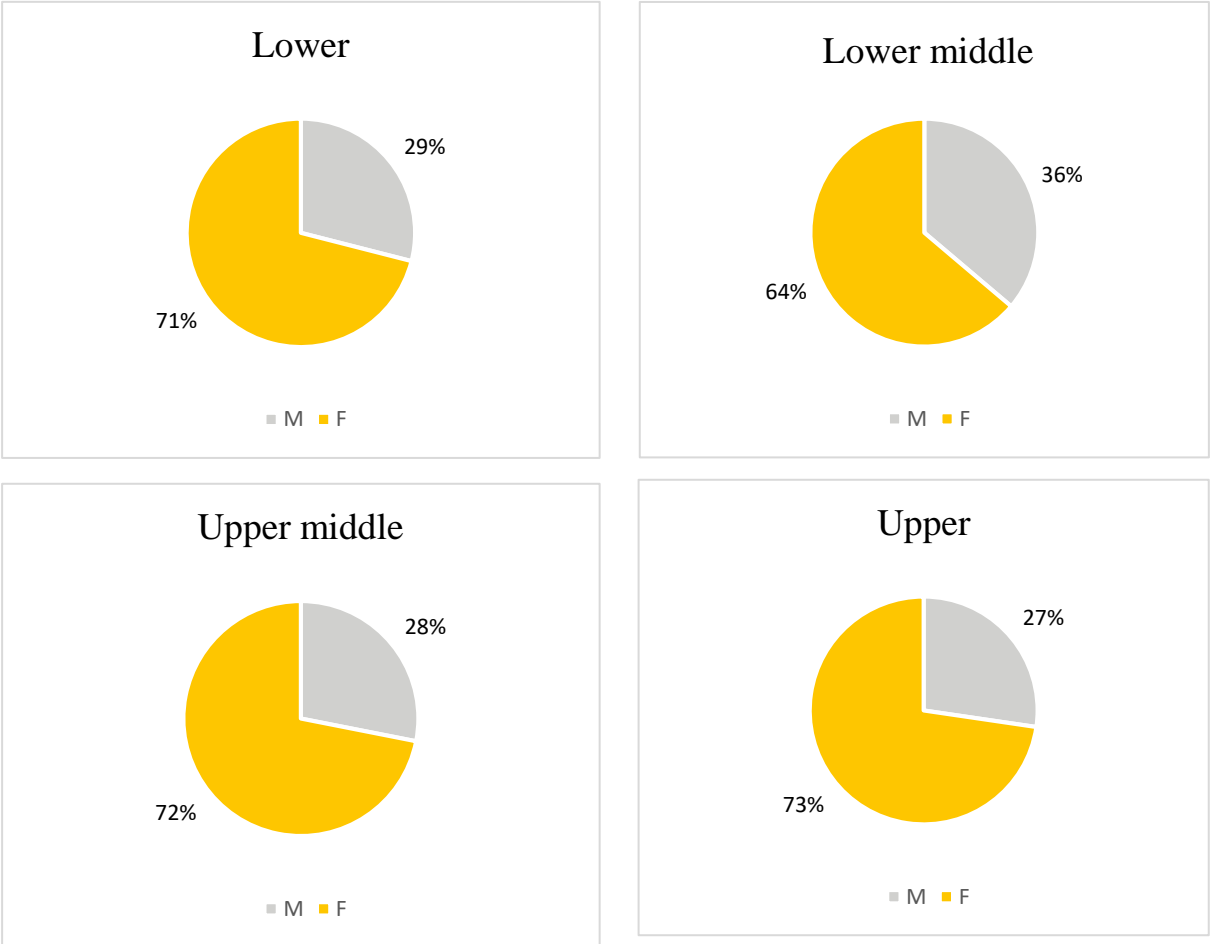
Across all of our employees, 55% of female employees receive a bonus in comparison to 53% of our male employees. Our bonus pay gap is set out below:

Our mean bonus pay gap -0.7%. This means that women receive slightly more bonus than male employees.

Our median bonus pay gap is -7.8% and this means that again, on average female employees receive a higher bonus than our male employees.

Pay Quartiles

The below information illustrates the gender distribution across our workforce in four equal sized quartiles.



Looking forward

We are committed to ensuring that our policies and opportunities continue to be fair for all of our employees. We will not be complacent; achieving and maintaining gender equality is a key focus for our business.

I confirm that we have prepared this report using the most accurate data available.

Signed

Emily Lofting-Kisakye
HR Director