



## Who are we?

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

## Equal Opportunities

At URBN we truly believe that the dedication and energy of our teams is at the heart of our success.

As part of this URBN 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 Gap Report for 2020

In line with mandatory legal requirements, our Gender Pay Gap Report for 2020 details the gender pay gap for URBN UK Ltd as at 5 April 2020.

This year's report will need to be viewed within the context of Covid-19 and taking into account that in March 2020 we took the difficult decision to close our stores and place 53% of our employees in the Government furlough scheme. In line with government guidance, this report has excluded anyone on furlough from the pay and bonus data used to produce this report.

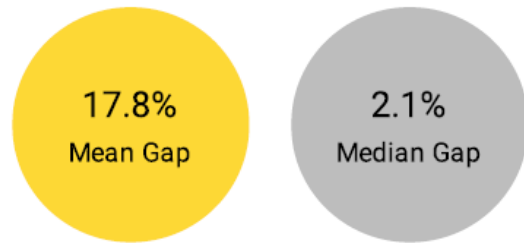
Placing over half of our employees on furlough means that our gender pay gap figures are not truly representative - the majority of staff that were furloughed were in lower paid roles.. The uncertainty caused by Covid also resulted in a recruitment freeze, which meant we lost but were unable to recruit roles for a period of time that took us past the Gender Pay Gap reporting cut off.

Historically our Pay Gap has been -0.9% (2018) and -0.2% (2019), making year on year improvement on the mean gap.

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## Basic Pay Gap

The Mean Hourly Pay for Women is 17.8% lower than men's at URBN UK Ltd; while their Median Hourly Pay is 2.1% lower. In other words, women earn 82p for every £1 that men earn at the mean hourly pay rate, and 98p for every £1 that men earn at the median rate.



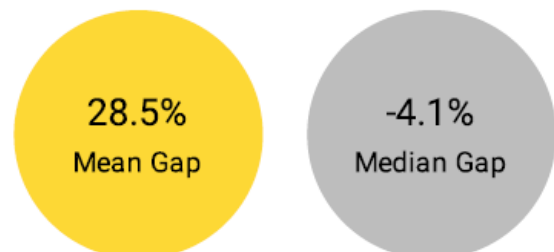
Reviewing our data to include all those employees that were placed on furlough, gives a better indication of our actual mean pay gap which is 9% across the whole of the business in March 2020. The pay gap this year has been impacted by some changes in our senior team combined with the recruitment freeze. This figure is significantly lower than the mean pay gap in Retail of 15.5% (ONS).

We are committed to improving this figure year on year and pride ourselves on continuing to offer flexible working where possible to maintain our support for women in the workplace. We have also just kickstarted a mentorship pilot and are looking forward to taking this live across the business in 2022.

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## Bonus Pay Gap

The Mean Bonus Gap in URBN UK Ltd is 28.5%. The Median Bonus Pay Gap in URBN UK Ltd is -4.1%.



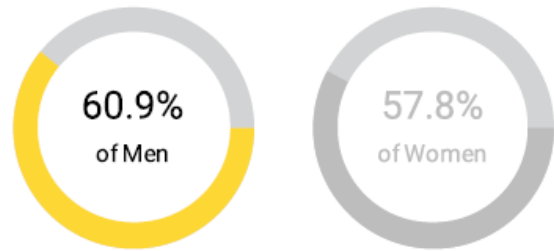
Our bonus gap is driven by the impact of more women working part time and in line with legal guidelines, this bonus gap calculation is not adjusted to account for part-time earnings.

A higher proportion of women work in our retail stores, with stores closed retail bonuses were not paid in this period resulting in a higher mean bonus pay gap. However, our median bonus pay gap is -4.1% meaning that on average our female employees receive a higher bonus than our male employees.

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## Proportions Receiving Bonus

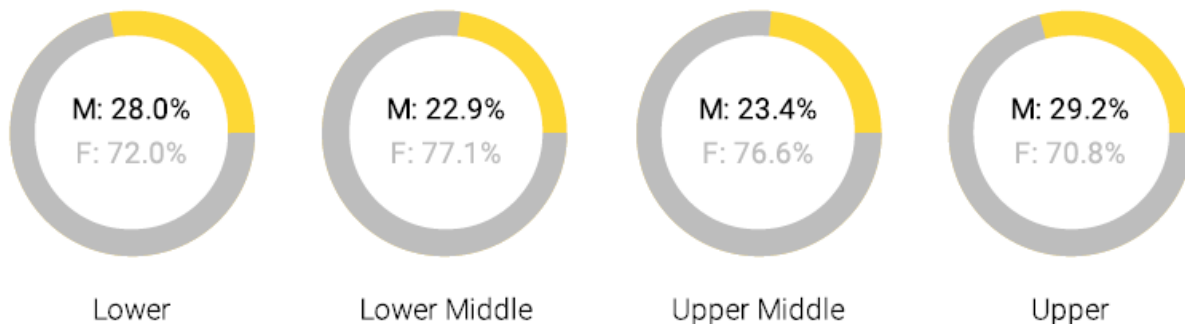
The URBN UK Ltd workforce is comprised of 25.7% of Men and 74.3% of Women. During the reporting period, bonuses were received by 60.9% of Men and 57.8% of Women.



Most of the men we employ work in roles that are eligible for bonus and the majority of our part time employees are women, which inflates our gender bonus pay gap.

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## Proportions by Pay Quartile



This illustrates the gender distribution of 769 employees at URBN UK Ltd across four equally sized quartiles. We are proud to be a business that in its upper quartile has over 70% women in our highest paid roles.

We have more women in our lower paid roles than men. This raw gender pay gap is common in the retail sector across the UK. URBN UK Ltd is committed to the principle of equal pay for all employees and determines pay and conditions of employment that do not discriminate unlawfully and are free from gender bias. We are also committed to address current imbalances aiming to close the gender pay gap.

We continue to work hard on our Diversity, Equity and Inclusion strategy to ensure we build a diverse and inclusive environment where everyone is supported, valued and has the tools and opportunities to reach their potential.

Following current requirements for gender pay gap reporting, gender must be reported in a binary way as either men or women. However, whilst we acknowledge these legal requirements, we are in the process of updating our employee systems to record and enable us to recognise our employees' rights on gender identity in a more inclusive way.

A handwritten signature in blue ink, appearing to read 'Michael Marth', is positioned above a horizontal line.

I confirm the data reported is accurate.

Michael Marth, COO