



# ALL SAINTS

GENDER PAY GAP REPORT 2022





We truly believe that it is our responsibility to create a team as diverse as our customers, in order to be a great employer.

Regardless of ethnicity, disability, gender identity and cultural background, we are proud to represent a team where everyone can feel welcome and represented whilst building their career with us.

This is our third year of sharing our broader diversity metrics within our gender pay gap report and we continue to make progress towards creating a truly inclusive brand, everyday.

We're pleased to have a minimal median gender pay gap for the fifth consecutive year, and to be growing our mix of traditionally underrepresented groups across all areas. We are especially proud that half of our C Suite leadership team are women, as well as the majority of our director group.

# OUR PEOPLE

AllSaints in the UK employs 1,247 employees and that makes us 62% female, 36% male and 2% of us who identify as non-binary. Globally we employ 2,166 employees and 62% of us are women, as well as 5% of us who identify as non-binary.

## TOTAL UK STAFF



Female	Male	Non Binary
62%	36%	2%

## TOTAL GLOBAL STAFF



Female	Male	Non Binary
62%	33%	5%

# GENDER PAY GAP

*The median pay gap is the difference between the midpoints in the ranges of hourly earnings of women and men.*



HEAD OFFICE  
MEDIAN PAY GAP

**0%**



HO & RETAIL COMBINED  
MEDIAN PAY GAP

**2.2%**



RETAIL  
MEDIAN PAY GAP

**0%**

We are proud to have a zero median pay gap across both of our UK retail and head office teams. This is a positive reflection of the commitment we make to ensure we have equality across the business. In this reporting period we had a slightly higher proportion of men in our upper pay quartile that skewed the overall median, meaning we have a small overall gap of 2.2%.

# GENDER PAY GAP

*The mean pay gap is the difference between average hourly pay earnings of men and women.*

MEAN  
PAY GAP

**4.3%**

UK NATIONAL  
MEAN PAY GAP

**14.6%**

Gender Pay Gap methodology means that we have to identify our workforce as female and male. At AllSaints, we remain a proud ethical brand that sees its people and knows its impact on society and the environment. We celebrate the importance of individuality regardless of how our teams identify themselves.





# BONUS PAY GAP

Percentage of women/men who received a bonus in the 12 months preceding the snapshot date of 5 April 2022.

We paid all our studios (head office) and DC colleagues an annual bonus in March 2022, regardless of gender.

**82.6%**

Of men received  
bonus (100% of our  
head office team)

**72.3%**

Of women received  
bonus (100% of our  
head office team)



# BONUS PAY GAP

**-3.84%**  
**Median Bonus Gap**

**21.64%**  
**Mean Bonus Gap**

A positive number indicates that pay is higher for men, while a negative number indicated that pay is higher for women. We're really pleased to see that overall women are favoured in our median gap.

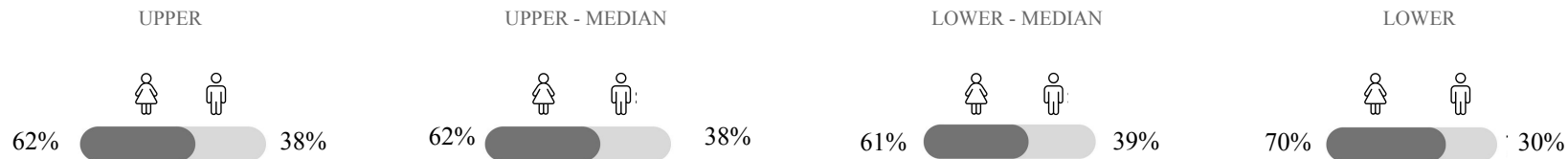
We have a small percentage of male employees that work within senior job roles in comparison to a larger number of female employees overall meaning while the median favours women the mean favours men.

Across our retail teams, we offer specialised incentive schemes linked to sales targets in the year up to and including the snapshot date.

# GENDER DEMOGRAPHICS

*Per quartile*

These charts show the gender split when we order hourly rate of pay from highest to lowest and group the data into four equal quartiles. The charts show that AllSaints has a higher percentage of women in all quartiles due to a greater number of women in the brand. We are really pleased to see more women than men in the upper quartiles also.





# ADVOCACY

We have worked hard to create an environment of representation which all team members can relate to. We have seen great representation across our team diversity, with our team identifying as 25% as parents or carers 17% LGBTQ+, 39% BIPOC , 16% disability, 62% female, 33% male & 5% identify as trans, non-binary, genderfluid or gender non-conforming.

We have passionate employee advocacy groups including active anti-racism, LGBTQ+ and working parents groups who all contribute to making AllSaints a great place to be.

We continue to celebrate a variety of social and cultural events, from inspiring leadership panels focussing on role models for LGBTQ+, women and ethnic minorities to encouraging all our teams to get involved with female leadership panels, pride parties, Black history month and much more.



# CLOSING THE GAP(S)

At AllSaints we encourage everyone to find satisfaction in all aspects of their journey with us. We curate our brand policies to be inclusive and inviting from dedicated mandatory diversity training, increased health days to support physical and mental wellbeing accompanied with MHFA accredited volunteers in our teams, plus additional enhanced paid leave for important life events such as parental time off, fertility treatment, menopause, neonatal leave and volunteering. We remain committed to regularly benchmarking and addressing equitable pay as well as policies and training that make an impact.



## **Disability Pride**

We are now a level 1 disability confident committed brand. We have committed to employ people who identify as disabled, are neurodiverse or live with long term health conditions.



## **Apprenticeships**

We are committed to increasing our professional qualification opportunities via use of our apprenticeship levy across the coming years. Our core apprenticeship programmes will increase from one to three programmes in 2023/24 giving more team members than ever the chance to earn accredited qualifications whilst a part of the AllSaints team. We currently have 36 apprentices on programme. 69% of which are women.



## **Inclusion**

This year we have elevated our employee experience to include bespoke sessions on creating inclusion and supporting allyship in the workplace as well as embracing diversity through partnering with Fashion Minority Report. We have trained over 300 employees on the importance on Equality, Diversity and Inclusion.



## **Partnerships**

We are now partnered with MENCAP to provide our first year long paid internship to someone who identifies as neuro-divergent through their organisation.

# S U M M A R Y

We continue to reduce our mean pay gap year on year and I'm really proud not only to report that our ethnicity, sexuality and gender mix continues to broaden, but also to have zero median gap in retail and head office, and a median bonus gap that favours women.

Improving life for working women is not only about reporting. We've ensured this year that we are supporting women in ways that really matter, having introduced policies to support menopause, fertility treatment, pregnancy loss and enhanced maternity pay, as well as mentoring for high potential women to make sure we're there for women at every life and career stage.

We're also increasingly recognising that gender intersects with so many other areas of employee fairness and belonging, so I'm pleased to be reporting on the broader make-up of our workforce this year again as part of our commitment to transparency. We look forward to another year of continuing the work to close our gaps.

*I confirm the information within this document is accurate as of the 5th April 2023*

**HELENE WILLIAMSON**

**Global People & Culture Director**