




# ALLSAINTS

GENDER PAY GAP REPORT 2019

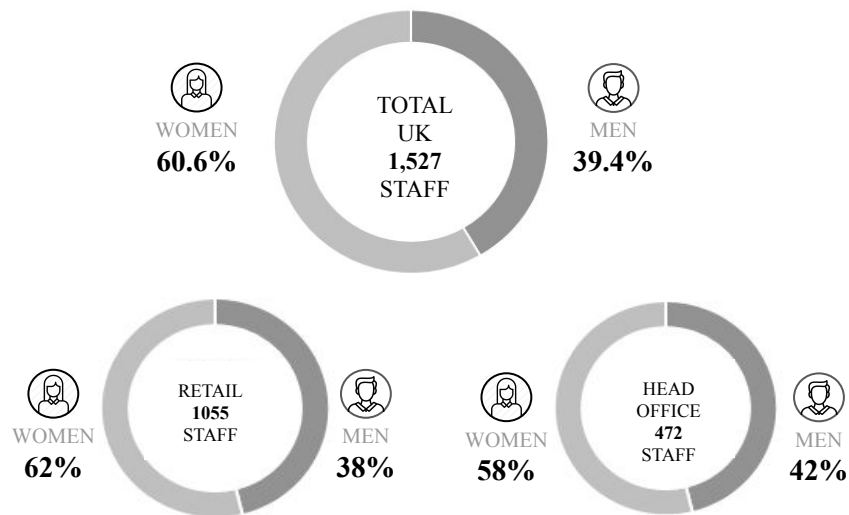


Here at AllSaints, we have built an international team that values people from all backgrounds. We embrace our inclusive workforce regardless of gender, nationality, sexual orientation and religion. The brand's constant obsession is to deliver an immersive experience to our global customer base in a way that embraces each unique culture. AllSaints are proud that our brand ambassadors play a significant role in championing diversity.

We are therefore pleased to present the following Gender Pay Gap figures at the snapshot date of the 5th April 2019.



We have established a culture and environment that is welcoming, respectful and inclusive to allow our employees to reach their full potential. AllSaints employs 1,527 staff across the UK, 60.6% of which are female and 39.4% of which are male.



# GENDER PAY GAP

MEAN PAY GAP

**6.5%**

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

The mean gap of 6.5% is a 37.5% decrease compared to 2018. We operate a non bias recruitment process which sources talent and experience. We pride ourself in developing and retaining internal talent.



MEAN NATIONAL  
AVERAGE

**8.9%**

MEDIAN PAY GAP

**0.0%**

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

We are proud to report that for the third consecutive year, we have a median gap of 0%, which demonstrates that there are no differences in hourly rates between men and women at the midpoint of hourly earnings.



## BONUS PAY GAP

AllSaints does not operate a contractual bonus scheme.

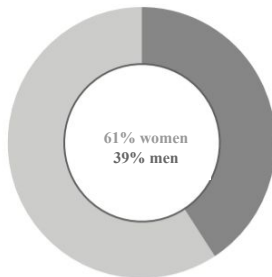
However, there were some discretionary bonuses paid to retail employees which were linked to sales targets in the year up to, and including, the snapshot date. There is no bonus gap. (5th April 2019)

# GENDER DEMOGRAPHICS

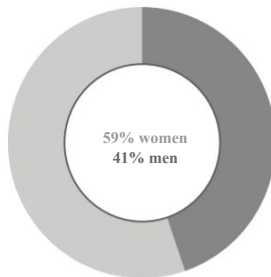
*Per quartile*

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 females across all quartiles.

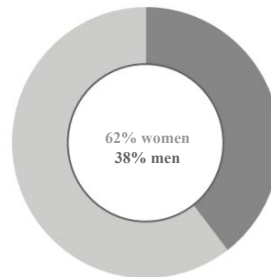
UPPER



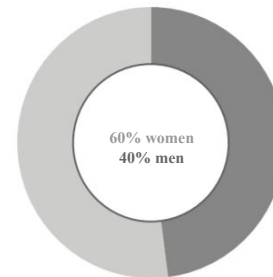
UPPER - MEDIUM



LOWER - MEDIUM



LOWER







#WeAreAllSaints

# CLOSING THE GAP

AllSaints are proud to see a significant decrease in our Gender Pay Gap. We have put plans in place to monitor and address the career development of Women at AllSaints, focusing on women having the same opportunities as men. We have strengthened our pay and compensation packages that focus on equality. In 2019, we made a total of 125 internal promotions and held 59 training sessions.

As we progress into the future, we are confident that our gender pay gap will decrease. Since, the date of this report we've made positive improvements to help close the gender pay gap.

## **EMPLOYEE ENGAGEMENT**

It is important to allow our employees to have a say in the way we operate. AllSaints invites all employees globally to take part in our engagement survey and monthly forum meetings.

## **CAREER PATHS AND TRAINING**

We believe that everyone should have the chance to develop. AllSaints have created career paths for every department so it is clear what potential looks like. We have developed a range of training opportunities for everyone to access.

## **DIVERSITY TRAINING**

We've rolled out equality and diversity training to all team members, including training on trans inclusion at work for line managers.

## **MENTAL HEALTH FIRST AIDERS**

As a brand, Health and Wellbeing is crucial to us. We have trained and accredited Mental Health First Aiders who are equipped to support our employees with friendly advice.

## **PARENTS GROUP**

Life as a working parent can be very fulfilling. We now have a dedicated group for our parents and parents - to - be. The group has proven to be a great support network.

## **RECRUITMENT**

Our recruitment team guide our hiring managers to consider diversity. We advertise all of our vacancies internally and our succession plans help to identify strong female talent.





We are delighted to see zero median gender pay gap this year for the third consecutive year, and to have further reduced our gender pay gap. Our culture is hugely diverse and we're proud to be a place where women at every level love to work - because of family friendly policies, fairness and respect but also great role models at board level, where we are 53% female.

We will continue to work on this as a priority.

*I confirm the information within this document is accurate as of the 5th April  
2019*

HELENE WILLIAMSON  
Global People & Culture Director



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