

Abercrombie & Fitch Co.
2020 UK GENDER PAY GAP REPORT

AT ABERCROMBIE & FITCH CO., DIVERSITY AND INCLUSION ARE WOVEN INTO EVERY ASPECT OF OUR BUSINESS.

As a company, we are committed to gender equality, and our culture, company values, partnerships, policies and practices reflect that.

More than 60% of the organisation is female, with women comprising 40% of its leadership team (vice president and above), including its Chief Executive Officer, Chief Human Resources Officer and Global Brand President.

We believe that embracing diversity in all its forms makes us all stronger. We work to ensure that each employee and customer feels included, respected, supported, and empowered. Every day we strive to reach beyond A&F to make a positive impact in the global community.

As a global company, we are committed to supporting and promoting gender equality through our culture, values, partnerships, and policies - through our words and actions.

Under the UK Government's Gender Pay Gap Regulations, which went into effect in April 2017, companies with more than 250 employees are required to report on any gender pay gap on an annual basis.

The data used to compile the statistics in this report relate to employees who represent all aspects of our business, including stores, asset protection, human resources, finance, and operations.



OVERVIEW

In this report we set out both the median and mean (average) pay gap between men's and women's hourly pay and bonuses. The report also sets out the percentage of employees receiving a bonus, and the percentage of employees in each pay band by quartile.

The gender pay gap shows the difference in median and mean (average) pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Our figures exclude associates in Northern Ireland, as Northern Ireland is not covered by these reporting regulations.

Our figures are based on a snapshot date of 5 April 2020, at which time all our UK stores were closed due to the Government-mandated Covid-19 lockdown. On this date, we were utilising the Coronavirus Job Retention Scheme for approximately 90% of our UK based employees, who are then excluded from the hourly pay calculations, in accordance with the Gender Pay Gap calculation requirements.

To determine furlough, we looked at position and responsibilities. All employees within each position were treated consistently whether they were furloughed or not. On 5 April 2020, our full-time store-based employees were being topped up to 100% full salary whilst on furlough, and this group has been included in the calculations.

MEASURING THE GAP

	MEDIAN	MEAN
Gender Pay Gap	7.9% favoring male	25.8% favoring male
Gender Bonus Gap	0%	33.5% favoring male

Percentage of Employees receiving a Bonus



Proportion of Employees by quartile band



UNDERSTANDING THE GAP

HOURLY PAYRATE: There is a 25.8% gap in our mean gender pay which is largely due to the data set only including our full-time store employees and our limited number of Home Office employees (relative to our total store associate count). With approximately 90% of our UK based employees excluded from the data, there was a proportionally high number of employees reported who are in senior head office roles. Compared to the 2019 report, in 2020 we built out our UK head office to grow our EMEA business. Of this group, we have a proportionally lower male population outside of the upper quartile of associates and at the same time, we have more females than males in our entry-level positions.

BONUS: There is a mean gender bonus gap of 33.5% (favouring male)*.

We have a lower number of employees receiving a bonus in the 2020 reporting period due to the removal of an incentive bonus that we offered to store employees during the Black Friday holiday period.

*Unlike the rest of the data, the bonus calculation is not based on a moment in time - it includes anyone that was paid a bonus in the relevant year of reporting, including those furloughed and not included in the hourly calculation.

The information included in this Gender Pay Report has been calculated using the mechanisms set out in the gender pay gap reporting legislation, in line with mandatory requirements, and is true and accurate as of the time of this report.



Anna Mollerstrom
ABERCROMBIE & FITCH UK LIMITED

