

GENDER PAY GAP

REPORT 2022

UNIQLO EUROPE LTD



CEO MESSAGE

When compiling this report we looked into both the mean and median gender pay gaps as required by the UK government. We also conduct our own further analysis into any differences between the way in which we pay the men and women that make up our UK workforce.

We are proud to say that at UNIQLO UK, men and women continue to receive equal pay for equal work.

Overall we believe there are some positive annual trends with both median and mean pay gaps, improving versus the previous year. We also continue to see a significant majority of women at every quartile of the business.

We did however see a large increase in both mean and median bonus gaps. This is driven mainly by the introduction of new sales incentives within our store population receiving a bonus and the majority of which is made up of women. This leads to a dilution of the overall bonus average for women.

We do recognise that there are continued fluctuations in results between years and that having a significantly larger female workforce at all levels, including at the junior levels where there is a higher volume of employees, drives down the overall average female wage. In addition, the continued impact of furlough on the 2022 results means we need to continue observing trends in the longer term.

We are happy to see continued progression of our employees in the business and look forward to further growth and opportunities in the future.

Taku Morikawa
CEO UNIQLO EUROPE LTD

HOW WE CALCULATE THE PAY GAP

The gender pay gap is the difference in average pay between men and women across a business regardless of job role. It is not the same as equal pay which is a direct comparison of like for like job roles.

The UK government requires all companies with more than 250 employees to report on both the mean and median gender pay gap. The mean gender pay gap is determined by calculating an hourly rate for every man and woman based on what they were paid in April, then comparing the mean hourly rates of men and the mean hourly rates of women across all roles and personnel in the organisation. Median hourly rates are calculated by creating a list of all hourly rates and identifying a specific value that is located in the middle point between the lowest and highest values of the range. To calculate a median pay gap, such a list is created for both men and women at UNIQLO, and the two median hourly rates are compared.

We are also required to show the percentage of men and women in each of four pay quartiles. This is calculated by ranking the hourly rates of each employee from highest to lowest. This list is then divided into four sections containing an equal number of employees - quartiles - to show four distinct pay bands across the organisation.

All of the calculations include both ordinary pay and bonus pay and are based on data from April 2022. The previous 3 years of results are also provided.

2019 – 2022 FIGURES

	2019	2020	2021	2022
Mean gender pay gap	1.40%	3.60%	8.91%	4.70%
Median gender pay gap	-2.00%	0.67%	8.57%	7.10%
Mean bonus gap	20.90%	14.29%	9.20%	20.40%
Median bonus gap	12.50%	0.00%	-3.25%	23.50%
Proportion of men receiving a bonus	56.70%	57.33%	48.24%	77.60%
Proportion of women receiving a bonus	57.70%	66.60%	45.48%	75.70%
Lower quartile (percentage women)	62.70%	64.92%	64.25%	67.20%
Lower-mid quartile (percentage women)	61.60%	63.30%	63.53%	67.30%
Upper-mid quartile (percentage women)	65.70%	60.73%	59.67%	62.10%
Upper quartile (percentage women)	64.30%	63.04%	60.70%	61.80%

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