

# **GENDER PAY GAP**

**REPORT 2023**

**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 very pleased to report essentially no gender pay gap for this year's review. This must be the aim for all employers in all sectors, and we are proud to be one of a few that have achieved this.

Both mean and median bonus gaps have decreased compared to last year. A key cause of this has been the increase in the number of men in our workforce in our entry store associate positions. Previously, women were over-represented in these junior lower paid roles.

Another important factor is that we have continued to attract, retain and promote more women into our more senior level roles.

Our bonus gaps have also improved. Since we have men and women proportionately evenly spread across our business, and because the vast majority of our workforce earns a bonus, a low bonus gap is therefore seen.

We know that gender pay gaps fluctuate. Just because our gaps are low now, does not mean they will stay that way forever. We cannot be complacent. We must continue to ensure we do all that we can to keep Uniqlo a diverse workplace where people of all genders can thrive.

I confirm that the statistics are accurate and have been calculated in accordance with relevant legislation.

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 2023. The previous years data also provided to see changes over time.

## 2017 – 2023 FIGURES

	2017	2018	2019	2020*	2021*	2022	2023
<b>Mean gender pay gap</b>	21.00%	10.30%	1.40%	3.60%	8.91%	4.70%	-1.20%
<b>Median gender pay gap</b>	0.00%	2.90%	-2.00%	0.67%	8.57%	7.10%	-2.40%
<b>Mean bonus gap</b>	34.60%	20.00%	20.90%	14.29%	9.20%	20.40%	1.20%
<b>Median bonus gap</b>	-60.60%	41.90%	12.50%	0.00%	-3.25%	23.50%	9.10%
<b>Proportion of men receiving a bonus</b>	48.70%	49.60%	56.70%	57.33%	48.24%	77.60%	87.30%
<b>Proportion of women receiving a bonus</b>	50.30%	51.00%	57.70%	66.60%	45.48%	75.70%	86.90%
<b>Lower quartile (percentage women)</b>	69.80%	59.40%	62.70%	64.92%	64.25%	67.20%	58.10%
<b>Lower-mid quartile (percentage women)</b>	66.10%	68.10%	61.60%	63.30%	63.53%	67.30%	62.50%
<b>Upper-mid quartile (percentage women)</b>	64.70%	60.00%	65.70%	60.73%	59.67%	62.10%	66.90%
<b>Upper quartile (percentage women)</b>	62.60%	60.00%	64.30%	63.04%	60.70%	61.80%	63.80%

*\*Note: The statistics for 2020 and 2021 are affected by furlough. The Regulations require that employees in receipt of reduced pay are excluded from the calculations of pay gaps and, at those times, this mean that most of our workforce was excluded.*

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