



Abercrombie
& Fitch



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kids




HOLLISTER



GILLY HICKS
ACTIVE

UK GENDER PAY GAP REPORT

2023

Abercrombie & Fitch Co.

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 70% of the organisation and over 45% of leadership roles (Vice President and above) are female.

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 Co 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 employees in Northern Ireland, as Northern Ireland is not covered by these reporting regulations.

Our figures are based on a snapshot date of 5 April 2023.

MEASURING THE GAP (APRIL 2023)

	MEDIAN	MEAN
Gender Pay Gap	2.3% no favorability	10.3% favoring male
Gender Bonus Gap	19.4% no favorability	40.8% favoring male

Percentage of Employees receiving a Bonus

Male **13.7%**



Female **15.1%**



Proportion of Employees by quartile band

4TH QUARTILE UPPER

Male **30%**
Female **70%**



3RD QUARTILE UPPER MIDDLE

Male **27%**
Female **73%**



2ND QUARTILE LOWER MIDDLE

Male **21%**
Female **79%**



1ST QUARTILE LOWER

Male **19%**
Female **81%**



UNDERSTANDING THE GAP

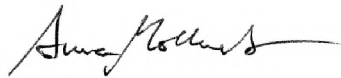
HOURLY PAYRATE: There is a 10.3% gap in our mean gender pay which is largely due to having a proportionally higher male population in the upper quartile.

BONUS: There is a mean gender bonus gap of 53.6% (favouring male)*.

Bonuses were largely achieved by associates in the upper quartile which has a proportionally higher male population.

*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.

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

