

APRICOT



Gender Pay
Gap Report

2021



Introduction

Apricot is a women's fashion brand with 16 UK standalone stores and 1200 global concessions.

The gender pay gap report contains the data for our amazing UK team members who are shared between our customer facing Retail team, Head Office and Logistics.

As we all know the last couple of years have been very different and this continues to be represented in our report figures. The Gender Pay Gap Reporting guidelines require us to exclude any team member who is identified as receiving less than their usual full pay on the snapshot date of 5 April 2021. Due to the continued effect of the global Covid 19 pandemic, many of our team members remained on flexible furlough leave at the time of the snapshot date. As a result, we were only able to include 50% of our full Apricot team in our 2021 report and this therefore still only provides a reduced outline of our dedicated employees.

Gender Pay Gap Reporting

What is the Gender Pay Gap Report?

The Gender Pay Gap Report determines the difference between the average pay of men and women within the organisation, regardless of the role they do.

The data has been calculated using the guidelines set out in the reporting legislation and primarily assesses the difference between the mean and median hourly rates of pay for the men and women in our team.

What is the mean hourly pay rate?

The mean hourly pay rate is essentially the average hourly pay rate for employees. To find the mean hourly pay rate we added the total hourly pay rates for women and then divided this by the total number of women included. We then did the same for the hourly pay rates for men.

The mean pay gap shows the difference between the average hourly pay rate for women, when compared to the average hourly pay rate for men.

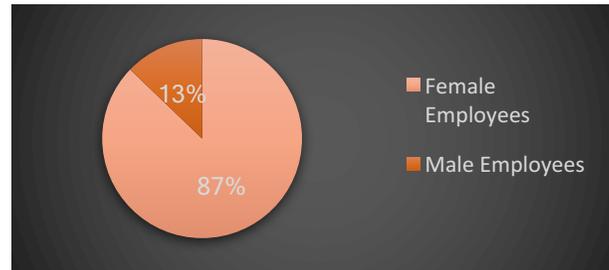
What is the median hourly pay rate?

The median hourly pay rate is essentially the middle hourly pay rate for employees. To find the median hourly pay rate we put all hourly pay rates for women in order from highest to lowest and then identified the hourly pay rate in the middle. We then did the same of the hourly rates for men.

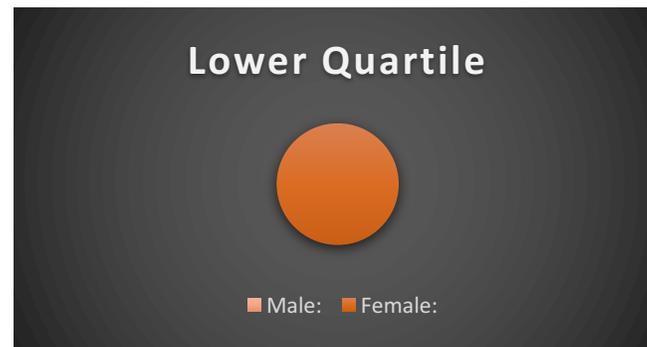
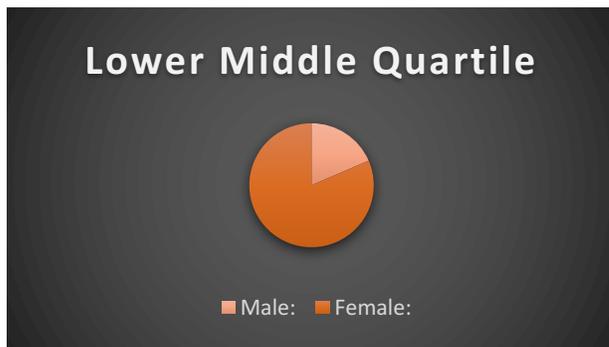
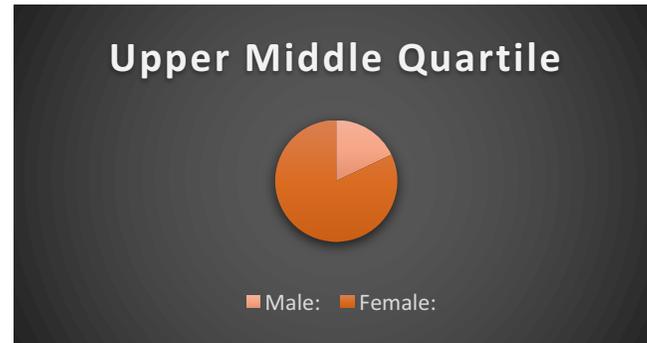
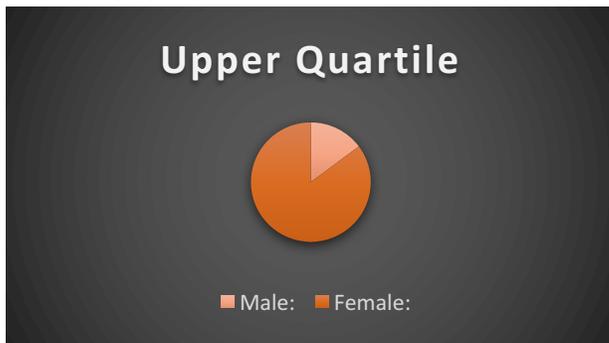
The median pay gap shows the difference between the middle hourly pay rate for women when compared to the middle hourly pay rate for men.

Our Gender Pay Gap

Of the total number of employees who received their full pay on the snapshot date of 5th April 2021, 87% were female and 13% were male.



In order of highest to lowest hourly pay rate, the employees can be divided into four quarters.



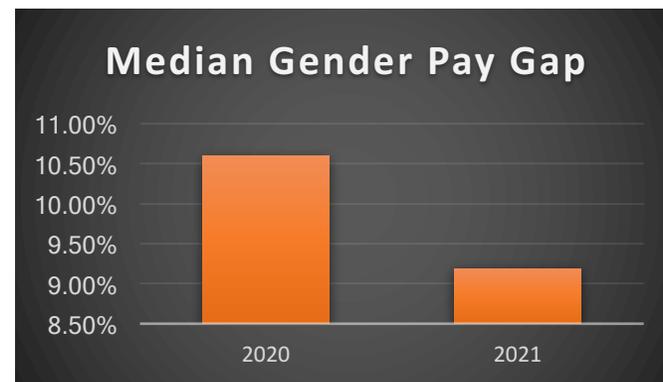


Mean and Median



17.79%
Mean Gender
Pay Gap

-59.9 %
on LY



19.80%
Median
Gender Pay
Gap

-13.2%
on LY



Departments

Retail



■ Male ■ Female

52% of the total employees included in this report are based in our Retail department, with 100% of these being female.

In this instance, as 100% of the retail employees are female, we are unable to provide a Mean or Median Gender Pay Gap for this department.

Containing over half of our staff population, Retail has a significant impact on our overall figures. As is typical for many ladies' fashion brands, we tend to attract a higher female employee base within our Retail stores because of a natural affinity with the product.

25% of the total employees included in the report are based in our Logistics department, with 59% of these being female.

The Mean Gender Pay Gap for Logistics is 2.8%

The Median Gender Pay Gap for Logistics is 5.6%

Our higher paid roles within our Logistics department are equally made up of male and female team members. However, as we have a higher overall number of female employees in this department, it drives up the Mean and Median Gender Pay Gap, therefore having a disproportionate effect.

Logistics



■ Male ■ Female

23% of the total employees included in the report are based in our Head Office, with 88% of these being female.

The Mean Gender Pay Gap for Head Office is 29.2%

The Median Gender Pay Gap for Head Office is 36.7%

8 out of 10 of the highest paid employees in head office are female.

Head Office



■ Male ■ Female

Our Commitment

This year's figures provide a slightly distorted view of our full employee profile due to the continuation of the furlough scheme. We remain fully committed to the promotion of inclusivity and diversity in the workplace and would never discriminate on the grounds of gender or any other characteristic.

As a ladies' fashion retailer, we may always have an imbalance of female to male employees, however we aim to continue to highlight the amazing talent we already have within our team and develop this through internal progression.

From entry levels to the very top, we value people for who they are as individuals and hope they can flourish within our company.

Apricot is an expanding family, and we will continue to promote diversity and inclusivity through the additions of any new team members.

Philip Chaimo, Managing Director

