

boohoo

GENDER PAY GAP

STATEMENT 2017

“ At boohoo we pride ourselves on our inclusive culture and team spirit and we are committed to maintaining a diverse workforce.

The findings of our Gender Pay Gap analysis demonstrate our inclusive nature and our commitment to support equality through fair opportunity and pay.

We are particularly proud to report that our median hourly pay gap is 0.0%, highlighting that typically across our business, both women and men are paid equally for similar roles and afforded equal opportunities. ”

Carol Kane, Joint Chief Executive



OUR GENDER PAY RESULTS

Hourly rate of pay – difference between male and females

Median:



Mean:



Both our median and mean results for the difference in hourly rate of pay between males and females at 0.0% and 5.9% respectively are significantly below the reported national average as reported by ONS in October 2017.

ONS Great British Median: +18.8%

ONS Great British Mean: +17.7%

BONUS PAY

Proportion of male and female employees receiving a bonus

Since the ‘boohoo annual bonus’ snap shot figures were taken we have introduced a performance related bonus for our warehouse employees which has significantly increased the percentage of both male and female employees receiving a bonus.

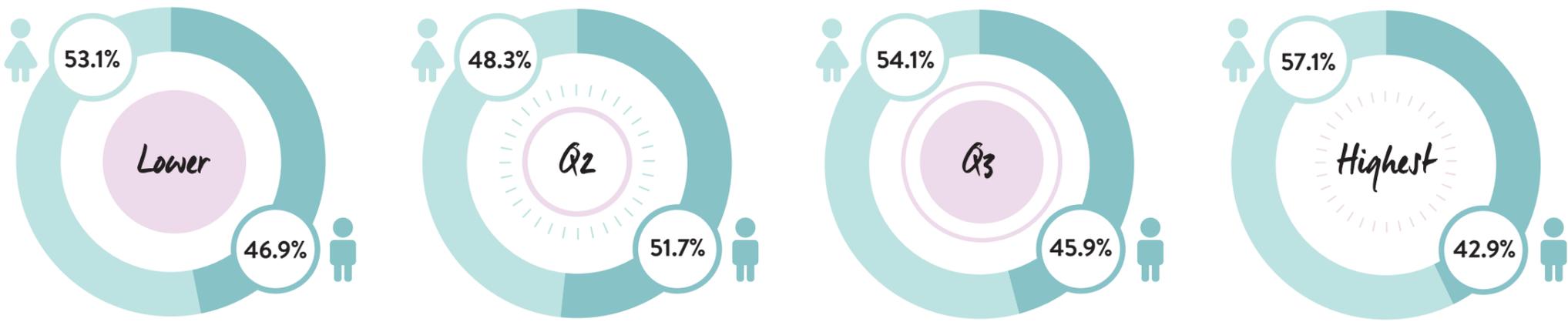
We have a bonus pay gap primarily because our most senior roles, including Director positions have more men than women occupying them. These senior roles have a larger overall bonus opportunity. Boohoo is actively seeking to encourage more women into our senior management roles; as we move towards achieving this ambition the bonus pay gap will close

Female	36.4%
Male	21.2%

Median	+23%
Mean	+58.8%

PAY QUARTILES

Proportion of males and females in each pay quartile



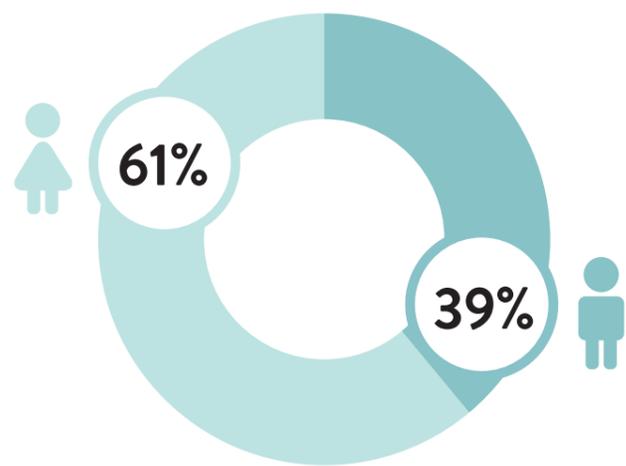
The representation of both males and females across all pay quartiles further demonstrates the inclusive nature of our business with fairly equal representation of both male and female employees at all levels.

FAST FACTS

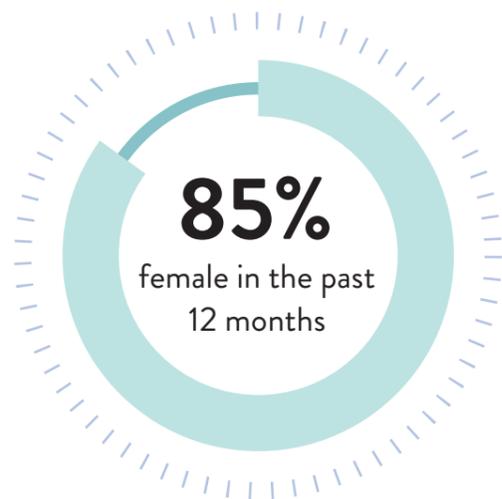
BOOHOO EMPLOYEES



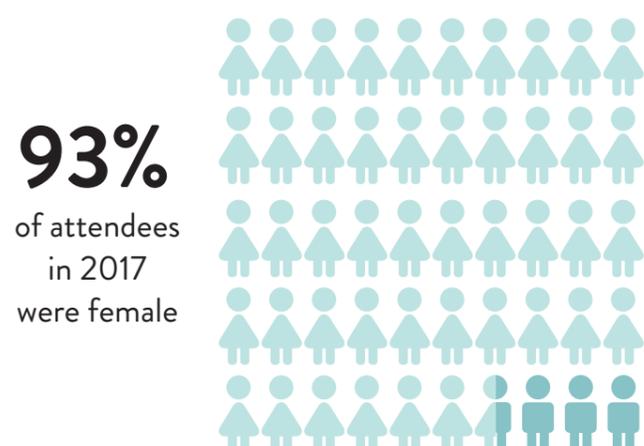
MANAGEMENT TEAM



INTERNAL PROMOTIONS



STEPPING IN TO MANAGEMENT TRAINING



As a business, we have experienced significant growth over the past few years and we have continued to maintain a diverse workforce with women making up over half of our personnel. We aim to operate an environment in which women are supported in progressing their careers with us and this is recognised internally with 85% of internal promotions for the stated period being female. We lead by example and we hope the fact that 61% of our management positions are held by women will encourage and motivate all women to achieve their career goals.

We recognise that there is still more to be done to close the gender pay gap and in particular to have greater female representation at the most senior levels of our organisation. We will continue to seek further opportunities to promote diversity and support female leaders in the workplace. At the same time, we recognise that it is important to invest in the futures of all of our employees, regardless of gender, and we have already implemented a number of new training initiatives to support the development of junior employees within the business.

DECLARATION

We confirm the information and data reported is accurate as of the snapshot date 5 April 2017.



Carol Kane
Joint Chief Executive



Gary Birney
HR Director