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Gender Pay Reporting Statement



Gender Pay Reporting Statement



Gender Pay Gap Report For 2019

Since April 2017, legislation requires employers to publish their Gender Pay Gap results. The Gender Pay Gap is defined as the difference in the average earnings of men and women in a standard time period. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men. This report details the gender pay gap for URBN UK Ltd between 4/4/19 and 4/4/19.

Basic Pay Gap

The Mean Hourly Pay for women is 1.1% higher than men's at URBN UK Ltd; while their Median Hourly Pay is 9.5% higher. In other words, women earn 101p for every 1 that men earn at the mean hourly pay rate, and 109p for every 1 that men earn at the median rate.

-0.9%
Mean Gap

-9.5%
Median Gap

Bonus Pay Gap

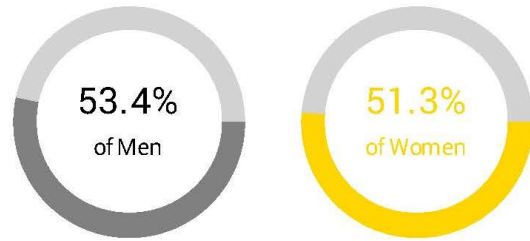
The Mean Bonus Gap in URBN UK Ltd is 1.5% as Men's Mean Bonus Pay is 3,237.40, while Women's Mean Bonus Pay is 3,189.02. Additionally, the Median Bonus Pay for Men is 185.40 and 212.70 for Women, resulting in a Median Bonus Gap of -14.7%.

1.5%
Mean Gap

-14.7%
Median Gap

Proportions Receiving Bonuses

The URBN UK Ltd workforce is comprised of 28.6% of Men and 71.4% of Women. During the reporting period, bonuses were received by 53.4% of Men and 51.3% of Women.



Proportions By Pay Quartile



This illustrates the gender distribution of 1,868 employees at URBN UK Ltd across four equally sized quartiles. The distribution of Men and Women is 35.0% Men / 65.0% Women for the Lower Quartile, 30.4% Men / 69.6% Women for the Lower Middle Quartile, 27.7% Men / 72.3% Women for the Upper Middle Quartile and 23.9% Men / 76.1% Women for the Upper Quartile.

URBN UK Ltd is committed to providing equal employment opportunities to all without regard to race, colour, religion, sex, national origin, age, disability, genetics, sexual orientation, gender identity or gender expression. We ensure that our policies and opportunities continue to be fair for all of our employees. We are not complacent; achieving and maintaining gender equality is a key focus for our business.

I confirm the data reported is accurate.

Emily Lofting-Kisakye, HR Director



Who are we?

Urban Outfitters (URBN UK Limited) started in the UK in 1998. We're a passionate, creative, entrepreneurial bunch who think outside the box and are all about providing a unique shopping experience that's inspirational.

Equal Opportunities

At Urban Outfitters we truly believe that the dedication and energy of our team is at the heart of our success.

As part of this Urban Outfitters is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, colour, religion, sex, national origin, age, disability, genetics, sexual orientation, gender identity or gender expression.

Gender Pay – Introduction

Gender Pay Gap legislation has been introduced in the UK. This legislation requires all businesses to publish their gender pay gap figures every year. A gender pay gap is the percentage difference in the average hourly earnings of men and women. The data used in this report is taken on the required snapshot date of 5 April 2017 and captures the mean and median differences in hourly pay and bonus paid to men and women. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

Gender Pay Gap

We have looked at the pay of our employees across our business. We are pleased to report that our gender pay gap is significantly lower than the national average of 18.4% and in the case of median ordinary pay we actually pay our women more.

Women are paid 4% less than men of ordinary pay, as a mean average.

Women are paid 9.6% more than men of ordinary pay, as a median average.

Gender Bonus Gap

Across all of our employees, 55% of female employees receive a bonus in comparison to 53% of our male employees. Our bonus pay gap is set out below:

Our mean bonus pay gap -0.7%. This means that women receive slightly more bonus than male employees.

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