



# *Phase Eight*

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GENDER **PAY GAP**  
REPORT 2019

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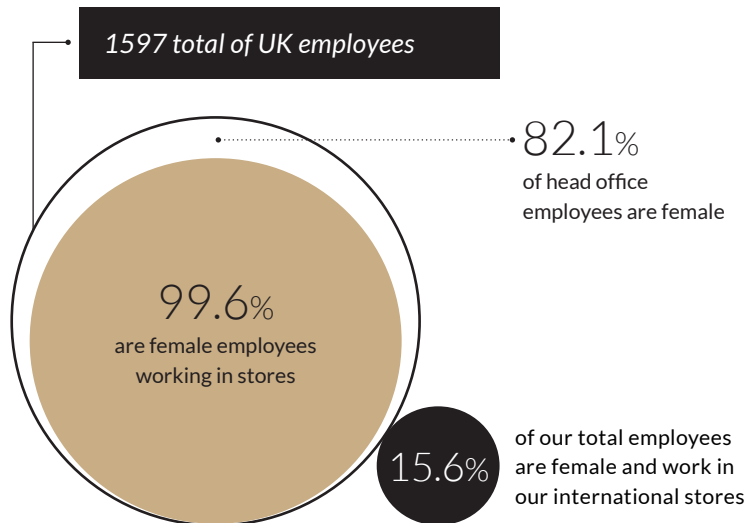
# Phase Eight

Phase Eight is a UK-based multi-channel brand with an original, design-led offering that is provided through a personal shopping experience aimed at female customers looking for beautiful and affordable casual, day, work and occasion wear.

We operate in 25 territories, employing 1900 people. In the UK (including the Republic of Ireland) we have 1399 employees working across 102 stores and 174 concessions, with a further 198 in head office and 303 in our international stores across the globe.

At Phase Eight we are proud of having a diverse workforce. We attract applicants of different ages, backgrounds, genders and nationalities – all supported and developed through fair pay policies and practices.

100% of Phase Eight employees are paid equally for doing equivalent jobs



## Key employee facts (as of January 2019)

1900

employees across the globe

1597

employees in the United Kingdom

97.5%

of UK employees are female

87.6%

of UK employees work in stores

99.6%

of UK employees working in stores are female

12.4%

of UK employees work in head office

## Definitions for data and terms

### Pay period:

1 April 2017 – 31 March 2018

### Bonus period:

1 April 2017 – 31 March 2018

### Relevant full time employees:

includes anyone employed under a contract of service, a contract of apprenticeship or a contract to personally do work (agency workers and partners excluded)

### Pay calculations:

based on FTE-adjusted total pay received in the month of April 2018 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a pro-rated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

### Mean and median:

the difference between the mean (average) and median (mid-point) pay and bonus earnings for male and female employees (expressed as a percentage)

### Proportion of males and females

in each pay quartile band: the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands)

## Gender pay gap indicators

	Gender pay gap (%)	Gender bonus pay gap (%)
Median	48.6%	80.2%
Mean	56.1%	57.4%

Average store salary: £8,954

At the snapshot date

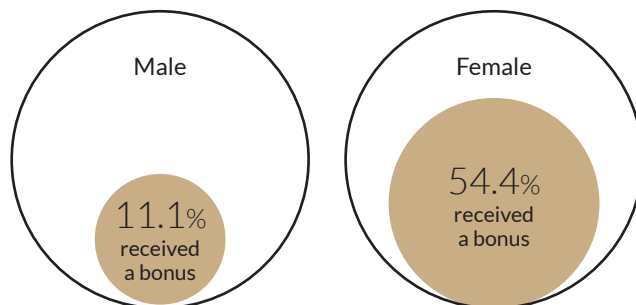
99.8%  
females

Average head office salary: £38,365

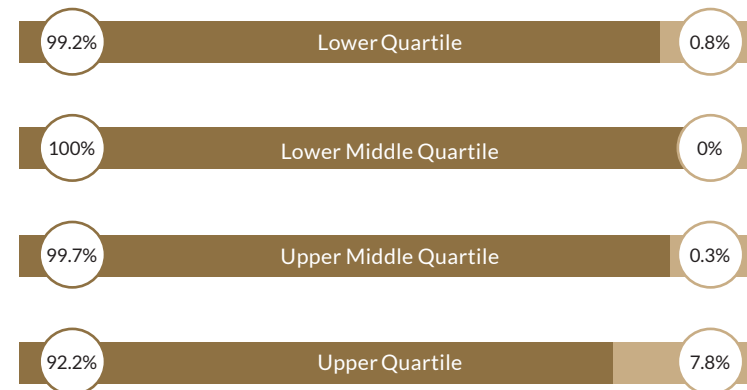
At the snapshot date

82.1%  
females

## Proportion of UK employees receiving a bonus:



## UK employees according to quartile pay bands



Female Male

We remain committed to equal pay for equal work and equal opportunity for all. In this way we ensure that all employees, irrespective of gender, receive the financial and non-financial rewards and recognition they deserve.

This statement confirms that the published information is accurate at the time of publishing and is signed by Simon Pickering, Managing Director.

Simon Pickering, April 2019