



LONDON

GENDER PAY GAP REPORT 2023



Phase Eight

Gender Pay Gap Explained

Phase Eight is a British premium womenswear fashion brand based team.

Furthermore 98% of our employee base is female. We are proud of our inclusive culture where everyone is valued and supported to reach their full potential irrespective of age, gender or ethnicity. We have confidence that our internal processes and gender pay policies are robust and fair but recognise we can and should do more to champion diversity at all levels of our business and encourage future leaders.

Similar to previous years prior to the pandemic (when many of our employees were not working but were on furlough due to the national lockdown in the UK and the forced closure of our stores), our gender pay gap has been driven by an overrepresentation of females in our retail roles, which attract very few male applicants.

These roles, many of which are part-time, typically offer lower pay compared to corporate roles in the business which typically attract more male applicants in comparison.

Gender Identity

As an employer aspiring to be fully inclusive, we recognise that some of our colleagues might self-identify as non-binary or agender. Whilst Gender Pay Gap regulations require us to identify our employees as men or women we fully support our colleagues who choose not to be identified in that way.

We continue to capture the relevant data in line with our Inclusion and Diversity Strategy and will report on it in our future statements.



Alex Didymiotis, Group HR Director

Gender Pay Gap Explained



What Is The Gender Pay Gap?

A gender pay gap is the difference between average pay of a male employee and that of a female employee, averaged across the whole organisation, regardless of the nature of their work.

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).

Mean And Median

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

The Gender Pay Gap

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way.

They also make it clear on how to present data.

We believe that to understand our figures, it's important to understand how they are calculated.

There are several calculations that together, show the difference between male and female pay, a full explanation for each calculation is as follows:

Pay Calculations

Based on the FTE-adjusted total pay received in the month of April 2022 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a prorated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

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)

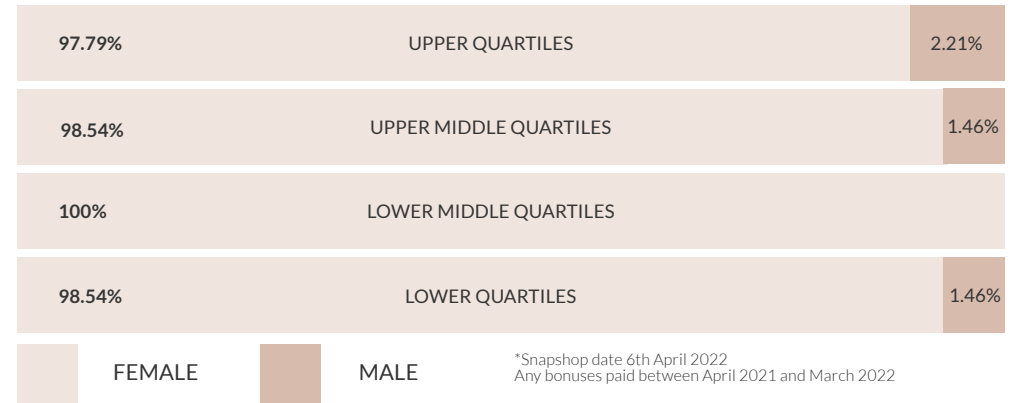
Pay Quartiles

Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

Understanding Our Gender Pay Gap

Gender Split By Pay Group Quartiles

The proportion of male and female employees in each quartile pay group



Gender Pay Gap

	2022
MEAN	-0.52%
MEDIAN	+10.49%

Gender Bonus Pay Gap

	2022
MEAN	-849.03%
MEDIAN	-204.60%

Proportion Of Employees Receiving Bonus

	2022
FEMALE	28.57%
MALE	0%

It is important to recognise that the Gender Pay Gap numbers for April 2021 were affected by the Covid 19 pandemic reporting rules when many of our employees were on furlough leave and therefore a like for like comparison with this year's numbers is not possible. However, it is worth noting that both the mean and median gender pay gap at Phase Eight have been steadily reducing since 2017.

The driver for our gender pay gap is an overrepresentation of women in our retail roles which make up the largest proportion of our jobs and typically receive lower pay than professional roles within the corporate areas of the business.

The latter also tend to attract more male candidates in comparison to store roles. Due to the Brand and Customer profile, we don't tend to attract male applicants for our in-store roles, and therefore there are few male comparators for this pay band. As mentioned earlier, 98% of our employee base is female and therefore the number of male employees is very small which therefore does impact the gender pay gap figures, particularly on the median measures where the sample size for male employees is very small.

In terms of our gender bonus pay gap, the bonus paid during the 2022 reference period was predominantly paid to our store-based colleagues. The results show a higher proportion of female colleagues receiving a bonus and it is also important to note that no male colleagues received a bonus during the period.