



LONDON

GENDER PAY GAP REPORT 2022

Phase Eight

Gender Pay Gap Explained

Phase Eight is a British premium womenswear fashion brand based in London, led by a predominantly female senior leadership team.

Furthermore 95% 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.

In 2021, at the time of the snapshot for gender pay gap reporting, the majority of

our workforce were not working but were on furlough due to the national lockdown in the UK and the forced closure of our stores.

A skeleton staff was in operation in our Central Teams and throughout the organisation to facilitate essential operations and fulfil web orders. Updated reporting rules due to the Covid 19 pandemic require us to exclude employees that were receiving furlough pay in the reference period (April 2021), therefore our results relate only to the team members that were working at that time, which was 10% of all employees. This would have affected the numbers, which albeit positive, aren't truly reflective of our current situation.

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 chose 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.

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:

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 the FTE-adjusted total pay received in the month of April 2021 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.

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).

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.

Gender Pay Gap Results

April 2021 snapshot date numbers have been hugely affected by the updated Covid 19 pandemic reporting rules. As a result of the national lockdown, our stores were closed at the snapshot date which resulted in a vastly reduced employee sample for the purpose of this reporting.

There was a larger sample available for bonus calculations due to the reference period for bonus being different from the snapshot date. Bonus for that year was exclusively paid to our store based colleagues for the limited period when the stores were open and operating, which is why the numbers look somewhat different to our previous years.

Understanding Our Gender Pay Gap

The driver for our gender pay gap is an overrepresentation of women in our Style Advisor 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 stores. Due to the Brand and Customer profile, we don't tend to attract male applicants for our in-store roles, and therefore there is no male comparator for this pay band.

Gender Pay Gap

	2021
MEAN	-14.2%
MEDIAN	-37.8%

Gender Bonus Pay Gap

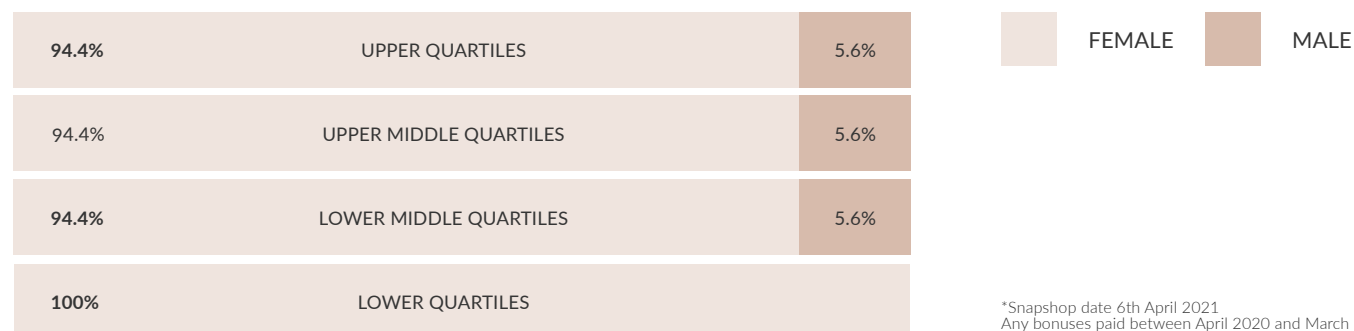
	2021
MEAN	-200%
MEDIAN	-484.42%

Proportion Of Employees Receiving Bonus

	2021
FEMALE	11.8%
MALE	0%

Gender Split By Pay Group Quartiles

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



*Snapshot date 6th April 2021
Any bonuses paid between April 2020 and March 2021