

HUGO BOSS

HUGO BOSS UK LTD GENDER PAY REPORT 2023

APRIL 2024

OUR CONTINUED COMMITMENT

At HUGO BOSS the recognition and appreciation of all our employees is a core principle and the foundation of our corporate culture. We are proud of the diversity of our talent and believe that each and every employee contributes towards our collective success.

In addition to reviewing the gender pay data at HUGO BOSS UK Limited, this report outlines our added emphasis on DE&I initiatives which will further enhance our commitment to a fair and open corporate culture built on a foundation of equal opportunity.

The information in this report is a reflection of the gender pay differences at HUGO BOSS UK Limited. The calculation used a snapshot of base pay on the 5th April 2023 and variable pay received in the 12 months prior to this date.

Joerg Horcher, Managing Director
HUGO BOSS UK Limited



WHAT THE REPORT SHOWS

Under UK legislation that came into place in April 2017, businesses with more than 250 employees are required annually to publish data about their gender pay gap. This includes:

- The gender pay differences between male and female basic pay
- The gender pay differences between male and female for bonus
- The percentage of males and females receiving a bonus
- The number of males and females in each pay quartile*

The gender pay gap does not measure equal pay, which relates to what women and men are paid for doing the same or similar jobs or work of equal value.

*Pay quartile means how many females compared to men are paid in the top quartile, upper middle quartile, lower middle quartile and lower quartile of pay

HOW WE CALCULATE THE DATA

The gender pay gap is a measure of the difference in the average (mean) pay of males and females and the median (middle) – irrespective of their role, level and working hours – across the entire HUGO BOSS UK Limited Business, expressed as a percentage.

For this report, we calculated our base pay data for all UK employees employed with us as of 5th April 2023 and variable pay received in the 12 months prior to this date.

The data is a reflection of the gender pay differences in HUGO BOSS UK Limited.

HUGO BOSS UK LIMITED DATA

BASIC PAY DATA

Our mean and median gender pay gaps are both lower than the UK average of 7.7%*.

- The HUGO BOSS UK Limited mean (average) female hourly rate is 3.06% lower than the HUGO BOSS UK Limited mean male hourly rate.
- The HUGO BOSS UK Limited median (middle) female hourly rate is the same as the HUGO BOSS UK Limited median male hourly rate.

*Office of National Statistics

HUGO BOSS UK LIMITED DATA

BONUS DATA

At HUGO BOSS UK Limited 20.77% of female employee's and 21.88% of male employee's received a bonus:

- The HUGO BOSS UK Limited mean (average) female bonus is 28.96% lower than the HUGO BOSS UK Limited mean male bonus.
- The HUGO BOSS UK Limited median (middle) female bonus is 10.22% lower than the HUGO BOSS UK Limited median male bonus.

HUGO BOSS UK LIMITED DATA PAY QUANTILES

	Female	Male
Lower Quartile	47.14%	52.86%
Lower Middle Quartile	48.93%	51.07%
Upper Middle Quartile	46.43%	53.57%
Upper Quartile	45.52%	54.48%

CONTEXT

HUGO BOSS UK Limited values developing and retaining internal talent. The general composition of our workforce has been a key factor behind our pay gaps and an area that we will continue to analyse.

As HUGO BOSS has historically been a more menswear focused business, we have found that we have attracted a higher proportion of male retail employees, which has been reflected in senior level progression as our staff move through the company. This has an impact on our overall gender pay gap, particularly at senior level amongst the upper quartile.

We will continue to work to ensure diverse representation at all levels across our teams.

THE OUTLOOK

HUGO BOSS UK Limited is committed to closing the gender pay gap. We are pleased to report figures under the national average, and we will continue to explore initiatives and practices across the business to further support these goals. Our focus continues to centre on the same three key areas as last year, with an added emphasis on DE&I initiatives:

Listen to our employees – We're pleased to see several key metrics from our annual engagement survey showing year-on-year improvement. This positive trend can be credited to our emphasis on enhancing employee pay and benefits. Moreover, we're actively expanding communication channels and avenues to ensure that employees' voices are integrated into our decision-making processes.

Change and challenge the way we work – We've advanced our 'flexi' and 'hybrid' working initiatives and are preparing to introduce a Blended Working Passport Policy, allowing employees to work from overseas for up to 5 days annually. Furthermore, we will continue to promote and encourage employees to take advantage of our different working environments, spanning from our offices to store locations, to bolster our commitment to flexible working arrangements. We will continue to monitor and address how we can facilitate an agile and flexible way of working to best support our employees and encourage inclusivity and diversity in the workforce.

Improve our recruitment processes - At HUGO BOSS UK Limited we actively encourage an equal, fair and transparent recruitment of talent. Four of our directors are female, serving as a source of inspiration for our female workforce and influencing key business decisions and initiatives. We continue to showcase successful career paths of employees within the organisation to demonstrate opportunities and attract, engage and develop new talent.

Ensuring the DE&I conversation remains a top priority – In our commitment to fostering inclusivity in the workplace, we've intensified our efforts on DE&I initiatives. Collaborating with the Fashion Minority Report, we're set to introduce additional training, mentorship programs, and targeted listening sessions to amplify diverse voices and cultivate an inclusive environment.