

**HUGO BOSS**

# HUGO BOSS UK LTD GENDER PAY REPORT 2024

APRIL 2025

## OUR CONTINUED COMMITMENT – 2025 NEW STATEMENT

At HUGO BOSS UK Ltd, we are dedicated to cultivating an inclusive and diverse workplace where every employee is valued, respected, and empowered to thrive. Recognising and appreciating the contributions of our people is central to our corporate culture, and we are proud to have been certified as a Great Place to Work this year.

This report not only presents our gender pay data but also underscores the ongoing efforts we are making to enhance our DE&I initiatives. By further integrating these principles into our business practices, we reaffirm our commitment to fostering a fair and open working environment built on equal opportunity for all.

The information in this report reflects the gender pay differences at HUGO BOSS UK Limited. The calculations are based on a snapshot of base pay as of April 5th, 2024, and variable pay received in the 12 months prior to this date, including all employees receiving bonuses or commissions.

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 5<sup>th</sup> April 2024 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 6.9% and 4.4% respectively.

- The HUGO BOSS UK Limited mean (average) female hourly rate is 2.67% lower than the HUGO BOSS UK Limited mean male hourly rate.
- The HUGO BOSS UK Limited median (middle) female hourly rate is 0.52% 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 92.86% of female employee's and 88.98% of male employee's received a bonus:

- The HUGO BOSS UK Limited mean (average) female bonus is 29.13% lower than the HUGO BOSS UK Limited mean male bonus.
- The HUGO BOSS UK Limited median (middle) female bonus is 23.32% lower than the HUGO BOSS UK Limited median male bonus.

*The calculations 2024 now include commission-based employees, addressing their previous unintended omission in the 2023 report.*

## HUGO BOSS UK LIMITED DATA PAY QUANTILES

	Female	Male
Lower Quartile	52.25%	47.75%
Lower Middle Quartile	47.57%	52.43%
Upper Middle Quartile	51.39%	48.61%
Upper Quartile	45.83%	54.17%

## 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 reducing the gender pay gap and we are proud to report that our figures are below the national average, and we will continue to explore initiatives and practices to further these goals. Our focus continues to be on the same three key areas as last year, with an increased emphasis on Diversity, Equity, and Inclusion (DE&I) initiatives.

- **Listening to Our Employees** – We are making significant progress on several key metrics from our annual engagement survey. We are actively expanding our communication channels to ensure that employee voices are part of our decision-making processes. Initiatives such as our internal 'Think Tank' portal allow all employees to share their thoughts and ideas with the leadership team, leading to several implementations. These efforts have contributed to HUGO BOSS UK being officially certified as a Great Place to Work in 2024 and 2025.
- **Keeping DE&I Conversations at the Forefront** – We continue to focus on our three commitments from previous years to keep the conversation going. In partnership with the Fashion Minority Report, we are introducing additional training, mentorship programs, we ran our first survey in this space with over 800 employees taking part to explore how we currently perform as a business in our execution, approach and delivery of diversity, equity and inclusion (DE&I). We aimed to use insights to explore which DE&I practises are effective, and how these can be improved upon to create a more diverse & inclusive environment for all employees. Opportunity across the Northern Hub to increase engagement, awareness and understanding of the ways that all employees can impact the business, in-turn creating an inclusive workplace culture for diverse voices.
- **Challenging and Changing the Way We Work** – We continue to support and encourage employees to leverage our diverse working environments, from offices to stores, reinforcing our commitment to flexible working. We are committed to enabling agile and flexible ways of working to best support our people and to help promote inclusion and diversity. In our retail business, we have invested in new resources and systems to provide streamlined, digital solutions for scheduling and leave management, ensuring efficiency and alignment with budgeted hours. We are confident this will promote and support a better work-life balance and overall employee satisfaction.
- **Improving Our Recruitment Processes** – At HUGO BOSS UK Limited, we actively promote equal, fair, and transparent recruitment of talent. 44% of our Directors are female, influencing key business decisions and initiatives. We continue to showcase successful career paths within the organization to demonstrate opportunities and to attract, retain, and develop new talent.