

HUGO BOSS

HUGO BOSS UK LTD GENDER PAY REPORT 2022

APRIL 2023

OUR CONTINUED COMMITMENT

At HUGO BOSS, our goal is to actively contribute to an inclusive and equitable world. We believe that bringing together diverse individuals and combining their different talents and strengths is a key factor in our success.

All our employees are valued for their contribution, and our aim is to promote a fair, open corporate culture built on a foundation of equal opportunity.

The information in this report is an accurate reflection of the gender pay differences at HUGO BOSS UK Limited. The calculation used a snapshot of base pay on the 5 April 2022 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 females basic pay
- The gender pay differences between male and females 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 2022 and bonus pay received in the 12 months prior to this date.

The data is an accurate 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*.

- The HUGO BOSS UK Limited mean (average) female hourly rate is 7.36% lower than the HUGO BOSS UK Limited mean male hourly rate
- The HUGO BOSS UK Limited median (middle) female hourly rate is 1.96% lower than 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 20.89% of female employee's and 14.71% of male employee's received a bonus:

- The HUGO BOSS UK Limited mean (average) female bonus is 46.26% lower than the HUGO BOSS UK Limited mean male bonus
- The HUGO BOSS UK Limited median (middle) female bonus is 44.87% lower than the HUGO BOSS UK Limited median male bonus.

HUGO BOSS UK LIMITED DATA PAY QUANTILES

	Female	Male
Lower Quartile	45.83%	54.17%
Lower Middle Quartile	58.75%	41.25%
Upper Middle Quartile	43.33%	56.67%
Upper Quartile	39.58%	60.42%

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.

While our most senior management are equally represented by females and males, 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, and though we are pleased to report figures under the national average, we will continue to explore initiatives and practices across the business to further support these goals.

What we will do...

Listen to our employees – HUGO BOSS UK Limited conducts an annual employee survey to understand how we can better create an inclusive working environment. Based on this feedback, we continue to review and implement pay grades, and have launched a new “Culture Collective” initiative, an employee-led network designed to enhance the workplace culture and increase employee involvement in business decisions.

Change and challenge the way we work – we have continued with our successful ‘flexi’ and ‘blended’ working initiatives, allowing employees greater flexibility with both their hours and working locations. In addition to the existing hybrid of home and office working, the business is exploring a further policy which will allow employees to work from abroad for a set number of days per year. 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. The growth of our talent acquisition team and development of digital platforms has enabled us fair recruitment processes, and we will continue to further diversify hiring practices to ensure that we are inclusive in our search for the best talent at every level. We continue to showcase successful career paths of employees within the organisation in order to demonstrate opportunities and attract, engage and develop new talent.