



2022 UK GENDER PAY GAP REPORTING

FARFETCH



At FARFETCH, we're committed to ensuring equal opportunities for all, mitigating any biases or barriers wherever they show up. We are embedding our Positively Inclusive strategy in everything we do, focused on seeing results and holding ourselves accountable. We celebrate diversity and empower individuality while building the Platform for Good in the luxury industry for our people, creators, curators and consumers. This entire diverse and creative community is what truly fuels the success of our business. We know there is still much to do, but we continue making important progress to ensure that we reward our people fairly regardless of their race, gender, sexual orientation, disability or any other part of their identity or background. This report outlines the UK Gender Pay Gap and provides context around the data. FARFETCH's UK Gender Pay Gap has been consistently decreasing over the past 4 reporting years. Our commitments are clear, and we're proud to see the results of all the hard work of our teams. We'll continue our journey with inclusion and diversity front of mind to drive positive change.

José Neves
Founder, Chairman & CEO at FARFETCH

Gender distribution at FARFETCH

As of 5 April 2022, FARFETCH UK had over 1,086 employees in the UK. The gender make-up of FARFETCH UK employees was 70% female and 30% male. The gender pay gap calculations are based on the number of Full-pay relevant employees, and not on full-time equivalents. This means that each part-time employee counts as one employee and excludes employees not paid their usual full basic pay or piecework rate because they were on leave.

Executive Summary

As part of our Positively FARFETCH commitments, we are focused on rewarding everyone fairly, regardless of their race, gender identity, sexual orientation, disability or any other part of their identity or background. The UK Gender Pay Gap Report is an important tool to improve equality and we are proud that numbers demonstrate that for FARFETCH UK, the gap has been consistently decreasing over the past four reporting years, both in terms of mean (30.3% in 2018 vs. 20.15% in 2022) and median (39.5% in 2018 vs. 23.16% in 2022).

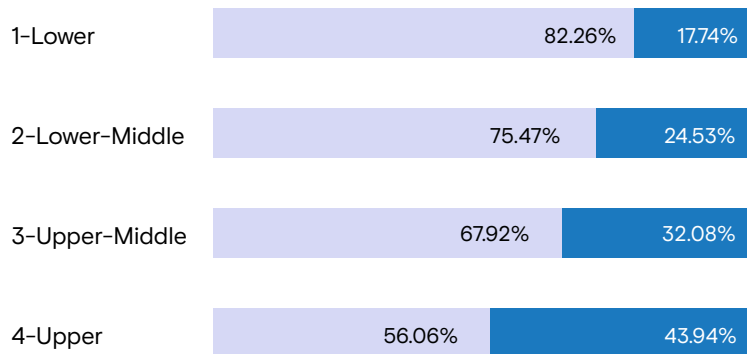
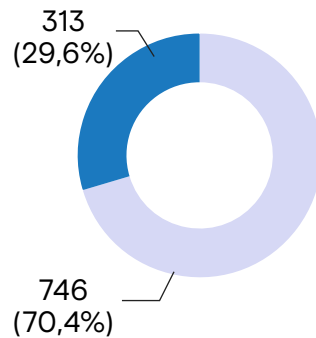
The snapshot data from the 5th of April 2022, shows that proportionally we have more females than males at every quartile and have a very high proportion of females in the lower-middle quartiles. The female population spreads right across the spectrum of salaries, from the more junior roles, all the way up to more senior positions. At the lower quartile, more than 82% of our population is female, where at the upper quartile, the female population is 56%. Because of this, the mean and median of ordinary pay sits at a lower level for females to that of males and it is this that creates the gender pay gap.

We appreciate there is still progress to make and we are committed to reduce this gap over time, but note that when it comes to equal pay, the gap between genders is minimal (see section on equal pay).

Pay Quartiles

The hourly pay quartiles are calculated by listing all employees in order of hourly pay and splitting them into four equal parts. The charts show the proportion of men and women that are in each pay quartile. The work we have been doing to close the gap, is demonstrated by the fact that in the UK, we have achieved an YOY increase in the percentage of females in the middle upper and upper quartiles. The main driver of the still existing pay gap is the the percentage of women in the Lower and Lower-middle quartiles, proportionally to their total population.

Count of Gender



Male ● Female

Additional note: data considering roles in Technology areas, shows a reverse trend. Both males and females are mainly positioned in Upper quartiles. Overall, we have also seen an increase of 2.4 p.p. YOY in the percentage of female in tech to the number of 15.4% of all females are in technology roles, compared to 38.3% of all males are in technology roles.

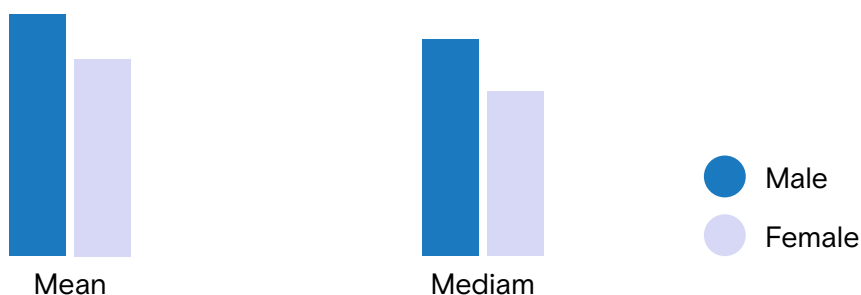
Hourly Pay

Hourly Pay is used to calculate the mean and median gender pay gaps. This includes basic pay, pay for work, pay for leave and allowances. The calculation for the mean and median hourly pay only includes full pay relevant employees.

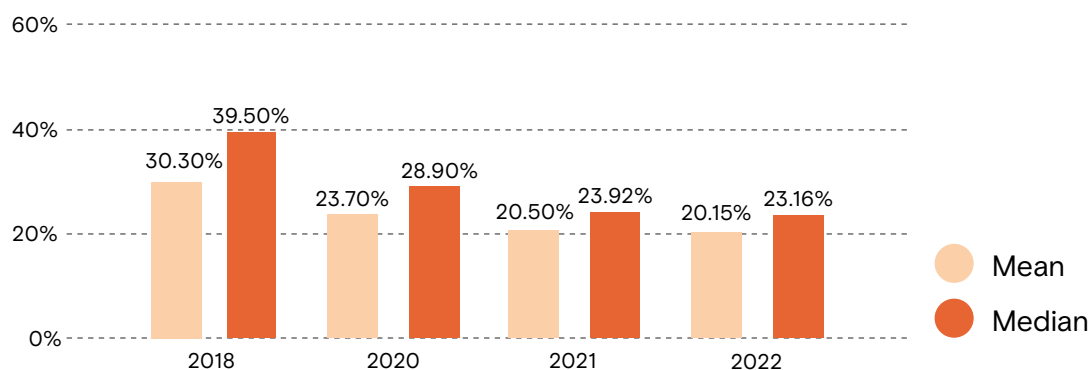
We are above the national gender pay gap average of 13.5%* and median of 12.1%*. The main driver of the hourly pay gap is the overrepresentation of females in functions or levels in the lower quartiles.

Our mean gender pay gap is **20.15%**.

Our median gender pay gap is **23.16%**.



When comparing YoY, the mean hourly pay gap has been consistently decreasing over the past four reporting years, from 30.3% in 2018 to 20.1% in 2022, which represents a decrease of 10.2 p.p.



* Source: [here](#)

Bonus Pay

For the purposes of the UK Gender Pay Gap reporting, the section Bonus Pay includes everything that relates to profit sharing, productivity, performance, incentive and commission. All UK employees who started employment prior to the 30th of September are eligible to receive a bonus for that year and we have different times in the year when our equity awards vest.

% of employees receiving a bonus:

- **66.5%** males received a bonus
- **62.6%** of females received a bonus

All of those who did not receive a bonus were hired after the eligibility date for a bonus payout or did not have their equity vest.

If we exclude the CEO's equity compensation which is 100% equity based, the mean bonus pay gap would be **35%** and the median would be **50.2%**. Also, our Equity Award is based on the employee's job profile, their base salary and performance, which is aligned globally and reviewed for fairness across gender as part of the annual compensation review. Since we have more men than women in the upper and upper-middle quartiles, more income is proportionally generated by men.

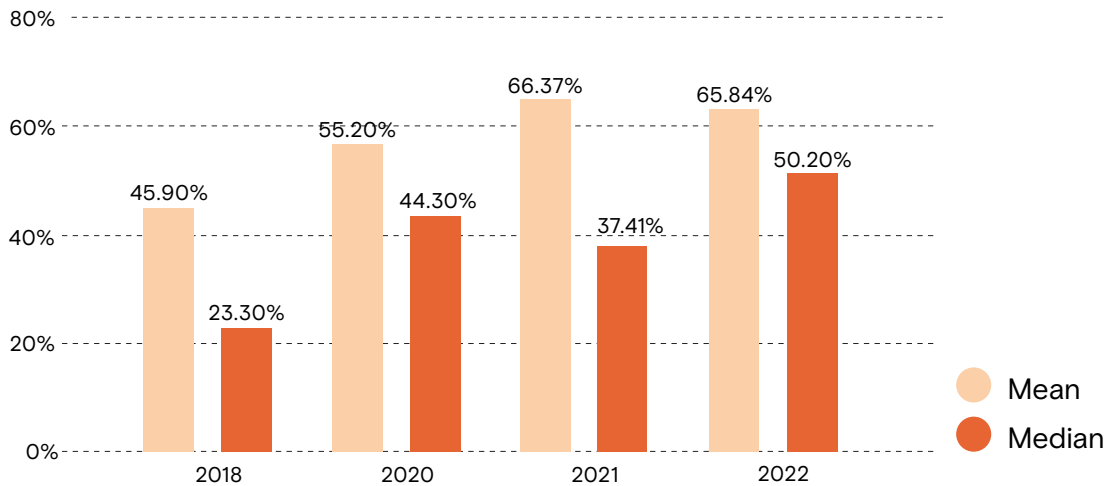
Our mean bonus pay gap is **65.84%**.



Our median bonus pay gap is **50.2%**

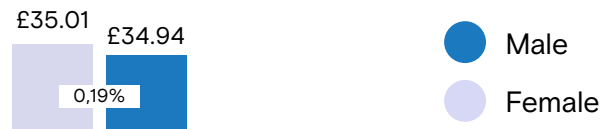


When comparing Yoy, the bonus gap has increased from 2018 to 2021. This is mostly due to equity vesting. The mean gap decreased slightly between 2021 and 2022. The significant difference between the median and the average is due to high bonus payments at senior positions, including the CEO, whose compensation is 100% equity based.



Additional Information: Equal Hourly Pay Gap

Equal pay focuses on whether men and women are compensated equally for performing the same or similar work. For this population, the gap is minimal and described as follows:



Females earn, on average, £0.07 more than men for doing the same job.

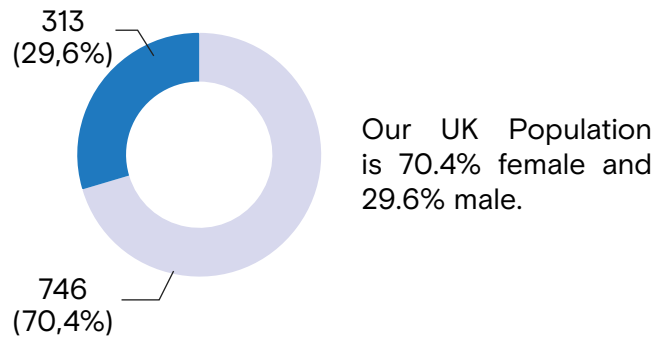


There is a total of 113 comparable functions, in which 61 females earn of average £2.57 more and 51 in which males earn £2.93 more.

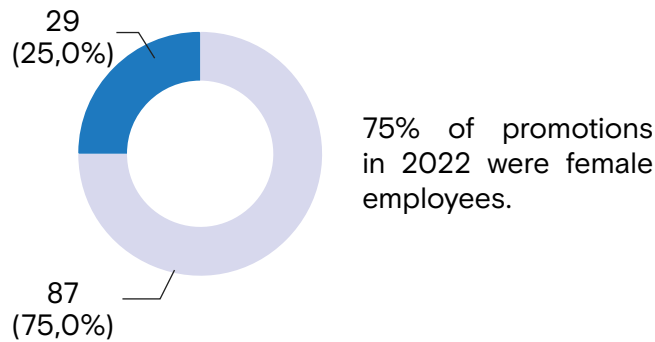
Career progression

We are pleased to see that our female employees are progressing in their careers at FARFETCH, aligned with one of our commitments of ensuring everyone can thrive and succeed with us.

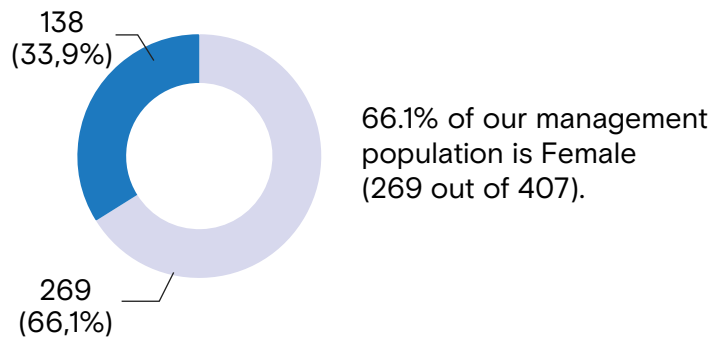
Count of Gender



Promotions by gender



Management Population by gender



Male ● Female

Our commitments to close the gap

We have built a clear strategy for Positively FARFETCH, our mission to become the global platform for good in luxury fashion with our 2030 goals setting the scale of our ambitions. Positively inclusive sits within this strategy and we have set ourselves the goal to become a leader in conscious inclusion, for our people and for the fashion community we serve.

OUR PEOPLE & WORKPLACE COMMITMENTS

Setting ourselves targets to achieve diverse representation at every level of the organization.

Evolving our positively inclusive culture to foster an ethos of education and empathy. We aim to mitigate bias and address discrimination in all forms, always with our values in mind.

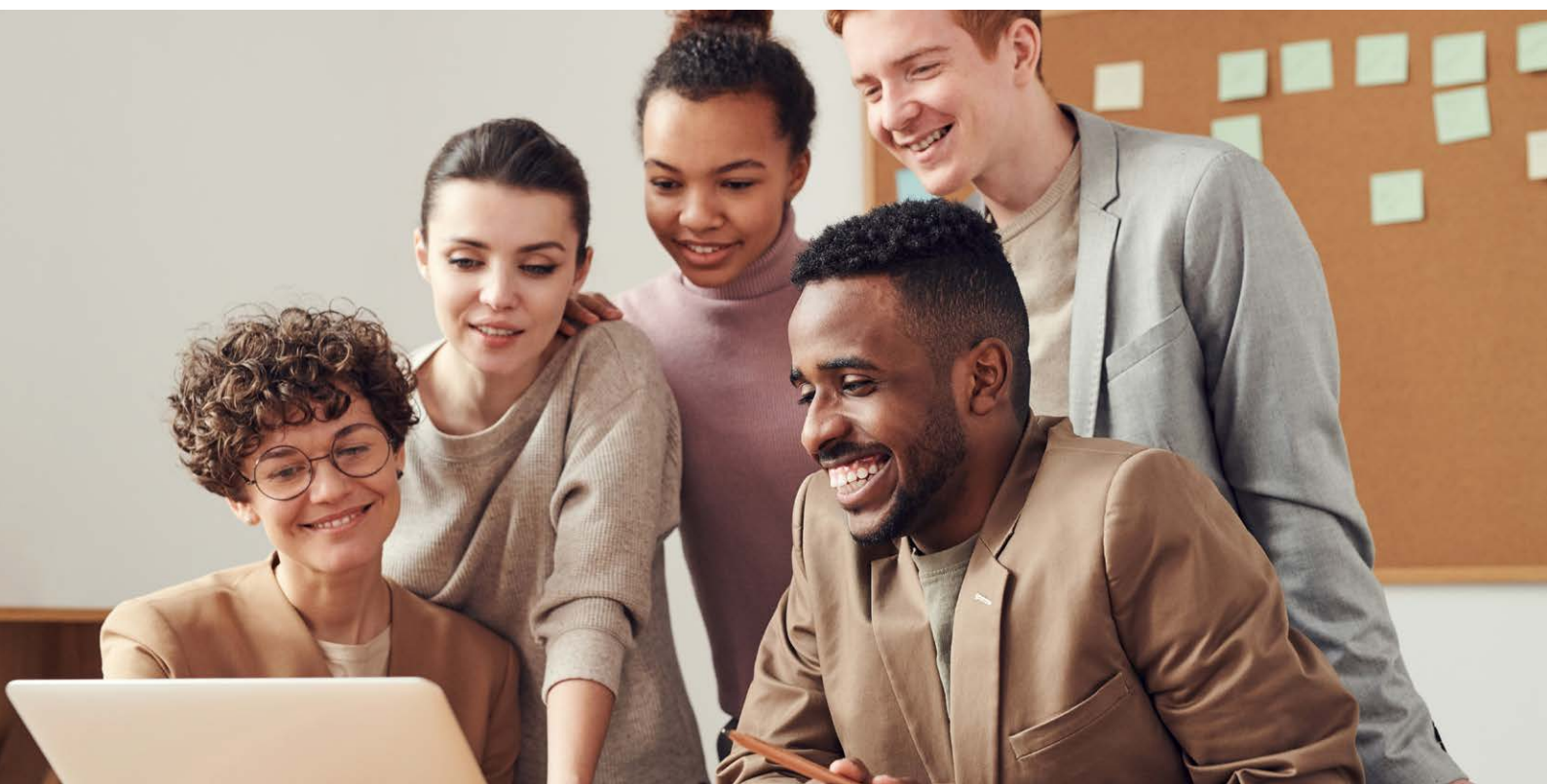
Rewarding everyone fairly, regardless of their race, gender identity, sexual orientation, disability or any other part of their identity or background.

Investing in our recruitment and career development strategies to ensure everyone can thrive and succeed with us, by addressing any barriers or biases they may face and widening our talent sources.

OUR BRAND & COMMUNITY PARTNER COMMITMENTS

Ensuring the marketplace and platform includes, and is accessible to, a representative spectrum of social identities and needs.

Giving dedicated space for expression, additional commercial support, and above benchmark visibility to designers and businesses from under-represented communities.



Our approach to close the gap



FIND & HIRE

Since we published our last report, we have seen three females being appointed to Executive Board roles, strengthening female representation at Executive Level.

We are focused in increasing the female representation in leadership roles, in areas of the business with underrepresentation.

Our approach to close the gap



DEVELOPMENT & SUCCESSION

We launched a global talent mapping and succession planning, focusing on developing and retaining high performing and high potential diverse talent, ensuring no gender bias.

We continue to promote programmes that aim to foster female representation in STEM. Our Plug-In Mentoring for Young Women programme, targeted to female students looking to pursue a career in STEM provides mentorship with female Farfetchers.

Our approach to close the gap



CONDITIONS TO THRIVE

We enhanced our Partners Leave Policy from 4 to 8 weeks, with full pay from day one. Our aim is be gender inclusive with this policy, working towards equality with our parental leave. Additionally, enabling fathers to share caregiving responsibilities for a longer period of time, supporting women.

Our approach to close the gap



COMMUNITIES & ALLYSHIP

Our Women In Business, an employee community, continues to drive their mission of providing a safe space for women at FARFETCH to connect, discuss ideas and empower one another, raising awareness of gender equality with a diverse set of activations such as external speakers, panel discussions, social campaigns, etc.



Sian Keane
Chief People Officer



Elliot Jordan
Chief Financial Officer



Stephanie Phair
Group President

"One of the things that makes us proud about our culture is that we welcome difference and empower individuality, bringing together an incredible creative community made by Farfetchers, our partners and our customers. We are the executive sponsors and ambassadors of Positively Inclusive. We know that making a difference with our aspirations of mitigating bias and building a consciously inclusive culture takes effort and can feel difficult, but we're committed to working with you all on making change where needed and celebrating the great things we do."



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