

A woman with short dark hair, wearing a bright blue sleeveless dress, is shown in profile, looking upwards and to the left. The background is a soft, warm gradient of light orange and pink. The text '2021 UK GENDER PAY GAP REPORTING' is overlaid in white, bold, sans-serif font across the center of the image.

2021 UK GENDER PAY GAP REPORTING

FARFETCH



Fashion is a global community of diverse and talented people. FARFETCH is a global company that celebrates diversity and empowers individuality, bringing together an incredible creative community of talented people within our workforce, along with the creators, curators, and consumers of fashion we serve. This whole community is at the heart of our business success.

We have set ourselves the goal to become a leader in conscious inclusion, for Farfetchers and for the fashion community we serve, and we are focused on continuing to work to enable all people to thrive in a culture of inclusion. One of our commitments that will lead us to achieve this goal is rewarding our people fairly regardless of their race, gender, sexual orientation, disability or any other part of their identity or background and we have robust controls in place to measure and support fair and equal pay decisions.

We know there is still much to do, but we are making important progress and in this report we outline the UK Gender Pay Gap and provide context around the numbers.

Championing diversity and inclusion in our workplace means that we are committed to becoming a leader in this space and there are some things that we are already sure we can start with and we are excited with what we can achieve to drive positive change.

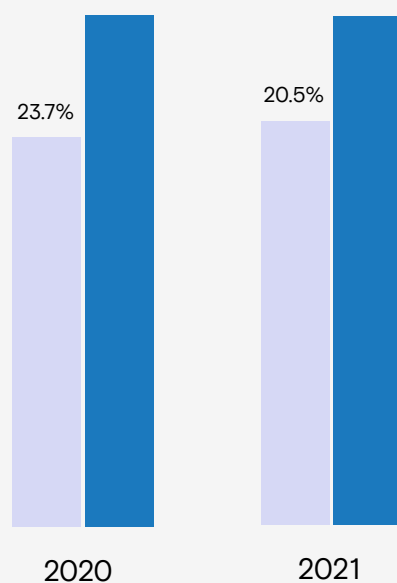
José Neves
Founder, Chairman & CEO at FARFETCH

HOURLY PAY

The main driver of the hourly pay gap is the overrepresentation of females in the Lower quartiles. In addition, 13% of all females are in tech roles, whereas 38% of all males are in tech roles.

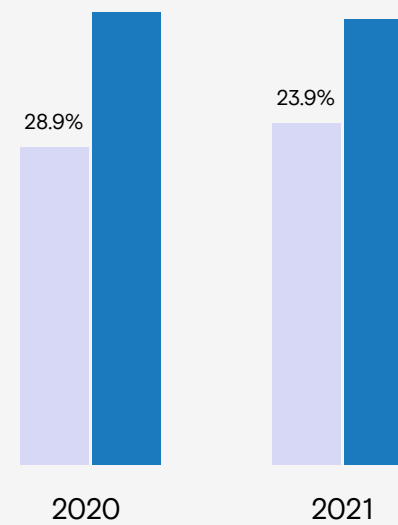
Comparing year-on-year, the hourly pay gap has been consistently reducing over the past 3 years of data reporting (excluding 2019 when reporting was suspended due to Covid 19).

Our mean gender pay gap is 20.5%.



Mean

Our median gender pay gap is 23.9%.

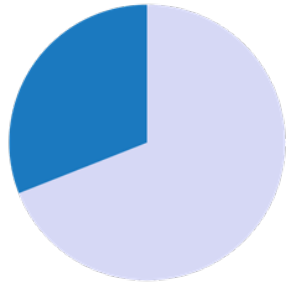


Median

Male ● Female

CAREER PROGRESSION

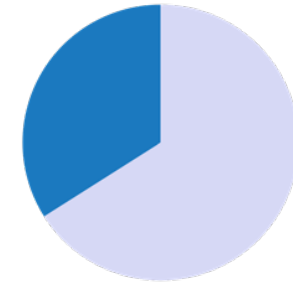
In the UK, we have a high % of females in roles within our Lower quartiles. We are pleased to see that our female employees are progressing in their careers at FARFETCH.



Our UK Population is
68.8% female and 31.2% male



67.4% of promotions in 2021 were
female employees

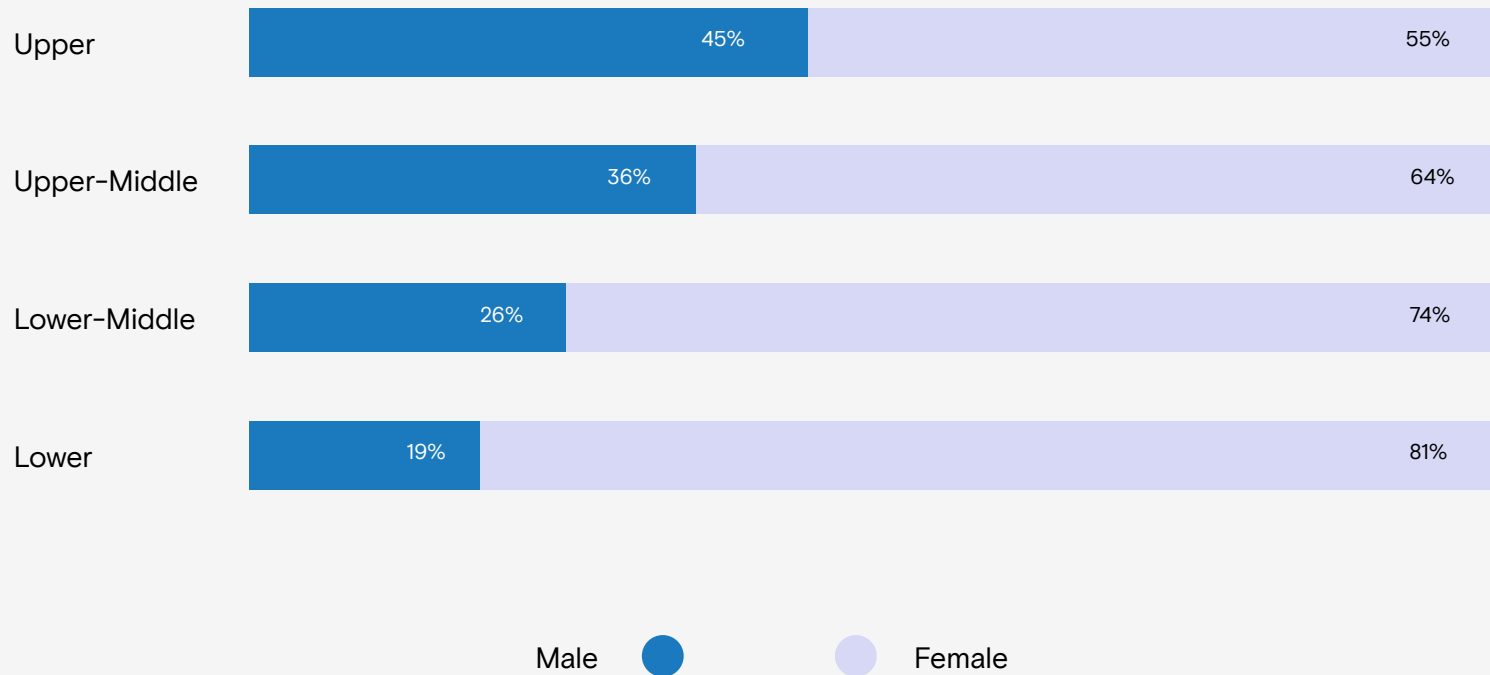


65.5% of our people managers are
female (230 out of 351)

Male ● Female

PAY QUARTILES

In the UK, we have good female representation in the Upper quartile, which means we have more women in senior leadership roles. We've seen minimal change year-on-year, with a slight increase to the % of males in the Lower quartile. The main driver of the pay gap is the the percentage of women in the Lower and Lower-middle quartiles.

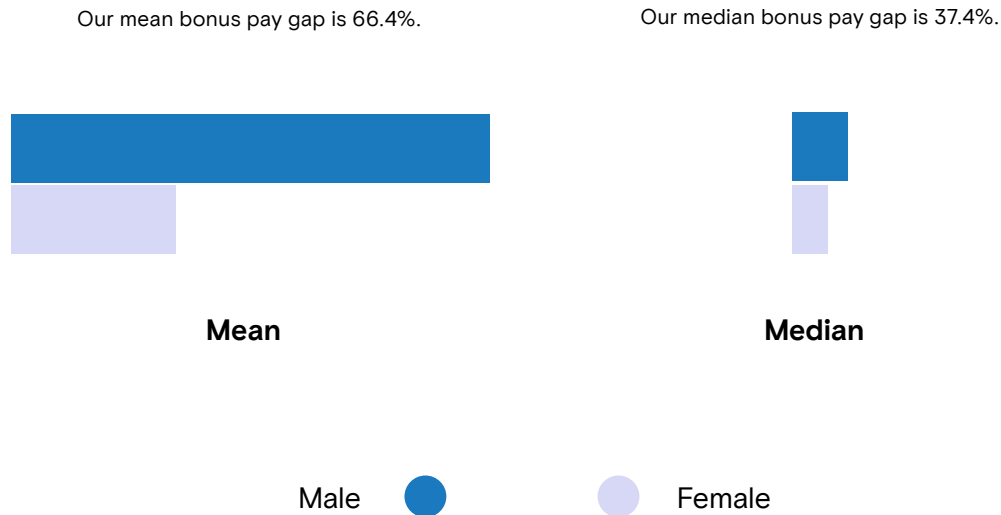


BONUS PAY

For the purposes of the UK Gender Pay Gap reporting, bonuses reported include anything that relates to profit sharing, productivity, performance, incentive and commission. They must be received in the form of cash, vouchers or equity. All UK employees who started employment prior to 30th September in a performance year are eligible to receive a bonus for that year and we have different times in the year when our equity awards vest.

All of those who did not receive a bonus were hired after the eligibility date for a bonus payout and have not been in the company for enough time to have equity vest. In 2021 we paid bonuses to:

84.6% of males
86.1% of females



If we exclude equity, the mean bonus pay gap is 29.1% and the median is 25.2%.
If we exclude the CEO's equity compensation, the mean bonus pay gap would be 31.7% and the median would be 36.9%.

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 out 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 organisation.

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 all Farfetchers 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 all Farfetchers 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

- Invested in technology to create inclusive job adverts and descriptions to attract diverse talent
- Three-step interview framework with consensus to mitigate bias at the hiring stage
- Diverse hiring panels
- Early career programmes for underrepresented communities, such as our Plug- in programmes, graduate and mentoring diversity programmes
- External partnerships to increase diversity in our talent pool e.g She Can Code

DEVELOPMENT

- Blind screening application process for development programmes
- Gender balanced leadership development programmes with an equal split of male and female participants
- Panel talks and masterclasses e.g. Negotiation skills, held by our Women in Business People Community



OUR APPROACH TO CLOSE THE GAP

CONDITIONS TO THRIVE

- Fully subsidised child and adult care through Bright Horizons
- Flexi-time policy, allowing work from home for 60% of the week, on average
- Full pay from day 1 for 26 weeks for maternity and shared parental leave
- Transition Coaching for everyone who takes on a new caring responsibility for a child or adult
- Parent Buddy Programme
- Caring days
- Gender analysis during performance review and compensation review processes
- Employee Relations monitoring and reporting to ensure any bullying/harassment complaints related to gender and other protected characteristics are addressed

COMMUNITIES & ALLYSHIP

- Working Parents Community, championing equal opportunities, gender-balanced policies, enabling them to thrive in their careers and be the best parents
- Women In Business network create a safe space for the brilliant women at FARFETCH Group to connect, discuss ideas and empower one another
- Fundraising and donations to charities dedicated to supporting and empowering women





FARFETCH

More information regarding our Positively Inclusive strategy can be found in our latest ESG report*