

Prada Retail UK Ltd Gender Pay Gap Report 5th April 2023

Gender Pay Gap Legislation requires all private sector employers of 250 or more employees to publish their gender pay gap data based on the snapshot date of 5th April each year. The Gender Pay Gap is the difference between the average earnings of male and female, expressed relative to male's earnings. The data below has been compiled in line with the legislative requirements.

The table below shows the overall mean and median based on hourly rates as at 5th April 2023.

<i>Hourly rate difference between male and female employees 05/04/2023</i>		
Hourly Rate	Mean	Median
Females Hourly Rate	3.7% Higher	3.1% Lower

The table below shows the distribution of rates across four quartiles, giving the proportion of females and males in each.

<i>Pay Quartiles 05/04/2023</i>		
Quartile	Female	Male
Lower	63.7%	36.3%
Lower Middle	51.6%	48.4%
Upper Middle	49.5%	50.5%
Upper	60%	40%

The table below shows the overall mean and median based on bonuses paid within the year up to 5th April 2023.

<i>Bonus difference between male and female employees</i>		
Bonus Payment	Mean	Median
Females Bonus Pay	0.53% Higher	8.22% Higher

The table below shows the total number of bonuses paid by gender within the year up to 5th April 2023.

<i>Number of male and female employees who received a bonus payment</i>		
	Female	Male
Bonus Payment	75.22%	78.53%

I confirm that data within this statement is in line with the legislative requirements and is accurate.

Francesca Bertoncini
Prada President, North and Central Europe

