

Prada Retail UK Ltd Gender Pay Gap Report 5th April 2025

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 2025.

<i>Hourly rate difference between male and female employees 05/04/2025</i>		
Hourly Rate	Mean	Median
Females Hourly Rate	0.5% Lower	11.9% Lower

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

<i>Pay Quartiles 05/04/2025</i>		
Quartile	Female	Male
Lower	71.2%	28.8%
Lower Middle	57.5%	42.5%
Upper Middle	51.4%	48.6%
Upper	59.7%	40.3%

The table below shows the overall mean and median based on bonuses paid within the year up to 5th April 2025.

<i>Bonus difference between male and female employees</i>		
Bonus Payment	Mean	Median
Females Bonus Pay	2.1% Higher	22.0% Lower

The table below shows the total number of bonuses paid by gender within the year up to 5th April 2025.

<i>Number of male and female employees who received a bonus payment</i>		
	Female	Male
Bonus Payment	80.2%	86.4%

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

Francesca Bertoncini
Chief Corporate Officer North Europe

