

Prada Retail UK Ltd Gender Pay Gap Report 5th April 2024

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 2024.

Hourly rate difference between male and female employees 05/04/2024		
Hourly Rate	Mean	Median
Females Hourly Rate	0.5% Higher	11.8% Lower

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

Pay Quartiles 05/04/2024		
Quartile	Female	Male
Lower	66.7%	33.3%
Lower Middle	58.3%	41.7%
Upper Middle	50%	50%
Upper	56.3%	43.8%

The table below shows the overall mean and median based on bonuses paid within the year up to 5th April 2024.

Bonus difference between male and female employees		
Bonus Payment	Mean	Median
Females Bonus Pay	10.23% Higher	3.97% Lower

The table below shows the total number of bonuses paid by gender within the year up to 5th April 2024.

Number of male and female employees who received a bonus payment		
	Female	Male
Bonus Payment	75.29%	79.47%

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

