



Love
ALL EQUAL
ALL WOMEN
ALLSAINTS
always

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GENDER PAY GAP REPORT 2023

We are proud to publish our sixth annual gender pay gap report and for the fourth consecutive year, we are able to include our diversity metrics within this.

The AllSaints culture is one of belonging. It will always be our top priority that regardless of ethnicity, disability, gender identity or cultural background - we all feel included. Each individual has their part to play in making our culture one that we are so proud to talk about and everyone should feel appreciated for the hard work that they put in towards achieving our goals.

We are happy to share that we have a minimal median gender pay gap for the sixth consecutive year and to see our populations of traditionally underrepresented groups continue to grow across the business. 60% of our director group are women.

We have made purposeful efforts in 2023 to increase our presence in diverse spaces, open up further opportunities to engage with our brand and give back to the local communities that we are a part of. We're proud of the work we've done so far and inspired to further our reach and impact in the year ahead.





OUR PEOPLE

OUR PEOPLE

AllSaints in the UK employs 1,251 employees and that makes us 63% female, 32% male and 5% of us who identify as non-binary. Globally we employ 2,175 employees and 63% of us are female as well as 5% of us who identify as non-binary.

HEADCOUNT



GLOBAL

2,175



UK

1,251

GLOBAL ALLSAINTS



Female

63%



Male

32%



Trans, non-binary,
genderfluid, gender
non-conforming

5%

UK ALLSAINTS



Female

63%



Male

33%



Trans, non-binary,
genderfluid, gender
non-conforming

4%



GENDER PAY GAP

The mean pay gap is the difference between average hourly pay earnings of men and women.

MEAN
PAY GAP

UK NATIONAL
MEAN PAY GAP

3.1%

14.3%

We are proud to see a 28% reduction in our Mean Pay Gap from last year.

Currently, gender pay gap data must be reported in a binary way. This means that the data only accounts for women and men and doesn't take into account non-binary or other identities. At AllSaints, we pride ourselves on our diversity and recognise the valuable contributions that our team members from a wide range of identities make towards our success.

GENDER PAY GAP

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of women and men.



We are pleased to once again have a zero median pay gap across both our UK retail and head office teams. We are committed to equality right across our business and reassured that we are making the right steps forward with a 40% reduction in our combined median gap from last year.



BONUS PAY GAP

BONUS PAY GAP

Percentage of women/men who received a bonus in the 12 months preceding the snapshot date of 5 April 2023.

We paid all our studios (head office) and DC colleagues an annual bonus in March 2023, regardless of gender.



85.7%

*Of men received bonus
(100% of our head office team)*



80.7%

*Of women received bonus
(100% of our head office team)*





BONUS PAY GAP



MEDIAN BONUS GAP

-18.75%



MEAN BONUS GAP

11.64%

A positive number indicates that pay is higher for men, while a negative number indicated that pay is higher for women. We're really pleased to see that overall women are favoured in our median gap.

We have a small percentage of male employees that work within senior job roles in comparison to a larger number of female employees overall meaning while the median favours women the mean favours men.

Across our retail teams, we offer specialised incentive schemes linked to sales targets in the year up to and including the snapshot date.

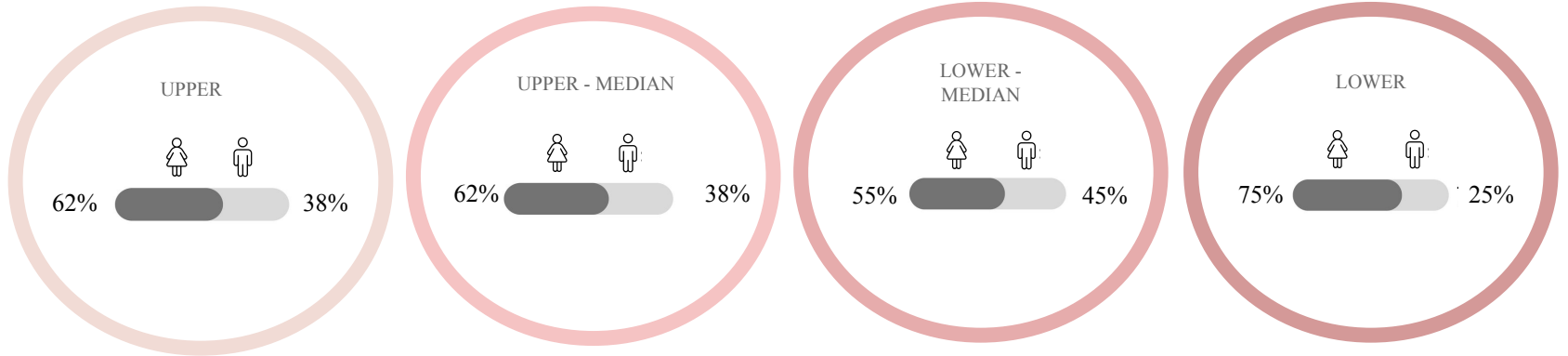


GENDER DEMOGRAPHICS

GENDER DEMOGRAPHICS

Per quartile

These charts show the gender split when we order hourly rate of pay from highest to lowest and group the data into four equal quartiles. The charts show that AllSaints has a higher percentage of women in all quartiles due to a greater number of women in the brand. We are really pleased to see more women than men in the upper quartiles also.



ADVOCACY

We're a diverse, global community – all with something meaningful to contribute to our culture at AllSaints.

We recognise that to produce our best work, we benefit hugely from the diversity of background, thought and experience of the people who make up our team. Everyone has their part to play.

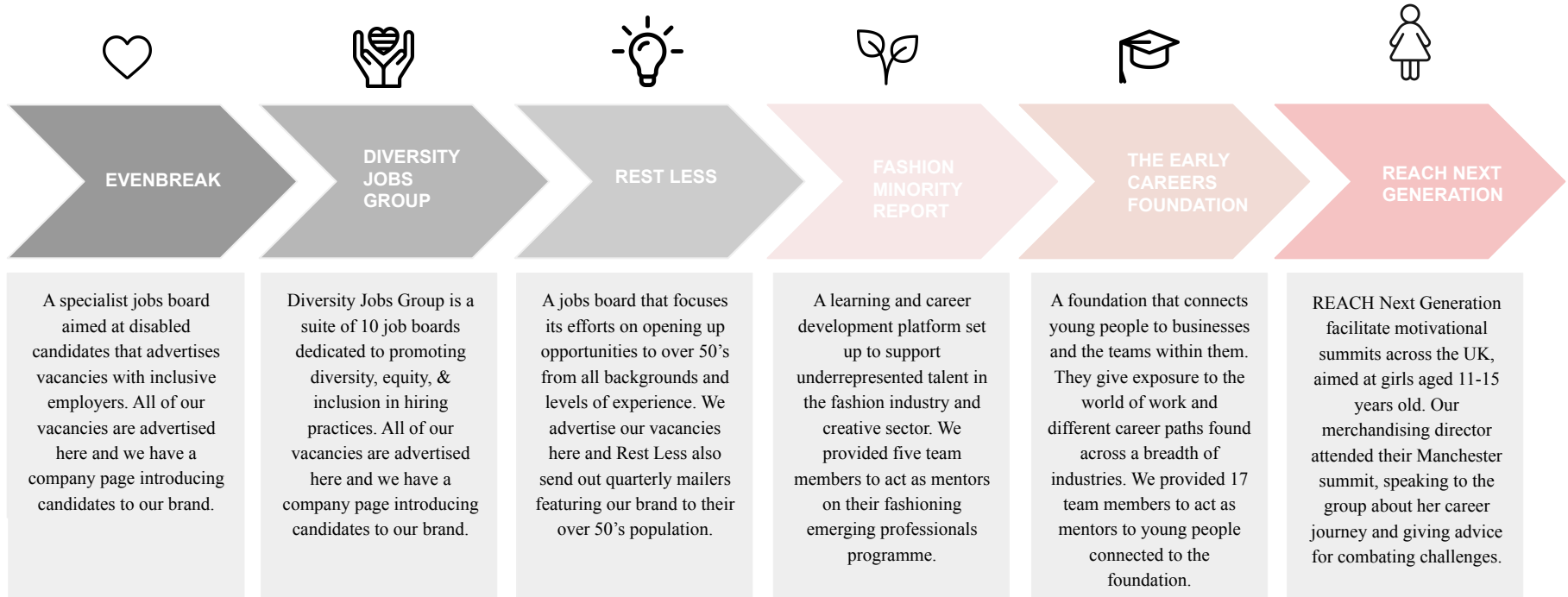
We're delighted to see broad diversity representation across our global community, with our team identifying as 25% parents or carers 19% LGBTQ+, 43% BIPOC , 18% disabled, 62% female, 33% male & 5% identify as trans, non-binary, genderfluid or gender non-conforming.

We have established employee advocacy communities which include anti-racism, LGBTQIA+, disability pride and working parents & carers groups. Committee members meet regularly to drive change, celebrate cultural events, learn from each other and educate the wider brand. We're delighted to welcome new members to all spaces each year and take pride that the move ons that come from these groups are employee-led – ensuring we make the changes that really matter, for those who really matter.



CLOSING THE GAP(S)

We are partnered with the following inclusive organisations to attract more diverse applicants to our candidate pool and to support wider social mobility:





I'm very proud to share that AllSaints continued to make progress across our diversity, inclusion and belonging effort in 2023. With zero median gender pay gap in both our head office population and our retail population, and reductions in both our median and mean pay gap, as well as being more female than male at every level including our board, we have much to celebrate.

Our work in this space is far from complete but AllSaints remains committed to taking actions that make a real difference to women, this year introducing menopause policy and support, and new mentoring programmes aimed at supporting young women and marginalised talent into careers in the fashion industry. Once again we've chosen to report not only on gender but transparently on ethnicity, sexuality and disability at AllSaints because we believe these numbers matter to our team and customers.

I confirm the information within this document is accurate as of the 5th April 2024

Helene Williamson, Global people and culture director

SUMMARY