

# UK Gender Pay Gap Report 2021

GPS (Great Britain) Limited is the UK store trading subsidiary of Gap Inc. As of 5 April 2021, Gap operated 77 stores in the UK. Gap also operates its Europe Head Office and Distribution Centre in the UK.

## OVERVIEW

The ongoing impact of the global pandemic led to further closures of all non-essential UK retail stores continuing into the first few months of 2021 and all employees who were affected by store closures were placed on furlough. Due to the requirement to only include 'full pay' relevant employees at the snapshot date of 5 April 2021 in the Gender Pay Gap calculations, over 1,400 employees who were on furlough at the time were excluded from this year's calculations. It is therefore difficult to draw meaningful conclusions when making comparisons to prior year results.

Gap Inc. continues to have equality at the forefront of its activity and continually uses it as a filter for pay decisions.

I confirm that the information contained within this report is accurate.



Jo Patterson  
Senior Director HR, Europe

## RESULTS

<b>Full Headcount</b>	1851	Removed 1471 (reduced pay due to furlough, maternity, sickness etc)	
<b>Headcount of 'Full Pay Relevant' employees</b>	380		
<b>Female</b>	186		
<b>Male</b>	194		
<b>ORDINARY PAY</b>			
<b>Mean pay gap</b>	-2.41%	Down from -4.25% on previous year	
<b>Median pay gap</b>	0.80%	Down from 4.19% on previous year	
<b>BONUS PAY</b>			
<b>Mean gap</b>	3.92%	Up from 2.73% on previous year	
<b>Median Gap</b>	22.53%	Up from -23.22% on previous year	
<b>PROPORTION BY GENDER IN RECEIPT OF BONUS</b>			
<b>Females Receiving bonus</b>	24.84% (320)	Up from 21.02% on previous year	
<b>Males Receiving bonus</b>	35.52% (200)	Up from 30.00% on previous year	
<b>Proportion of male to female in each pay quartile</b>			
	<b>Female</b>	<b>Male</b>	
<b>Lower Pay Quartile</b>	52.63%	47.37%	
<b>Lower Middle Pay Quartile</b>	45.26%	54.74%	
<b>Upper Middle Pay Quartile</b>	49.47%	50.53%	
<b>Upper Pay Quartile</b>	48.42%	51.58%	
<b>Ordinary Pay - Mean Pay Gap by quartile</b>			
<b>Lower Pay Quartile</b>	-0.44%		
<b>Lower Middle Pay Quartile</b>	1.46%		
<b>Upper Middle Pay Quartile</b>	3.47%		
<b>Upper Pay Quartile</b>	-9.38%		