

# UK Gender Pay Gap Report 2020


GPS (Great Britain) Limited is the UK store trading subsidiary of Gap Inc. As of 5 April 2020, Gap operated 90 stores in the UK. Gap also operates its Europe Head Office and Distribution Centre in the UK.

## OVERVIEW

The global pandemic led to the closure in the UK of all non-essential retail in March 2020 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 2020 in the Gender Pay Gap calculations, over 2000 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>	2570	Removed 2240 (reduced pay due to furlough, maternity, sickness etc)	
<b>Headcount of 'Full Pay Relevant' employees</b>	330		
<b>Female</b>	156		
<b>Male</b>	174		
<b>ORDINARY PAY</b>			
<b>Mean pay gap</b>	-4.25%	Down from 13.16% on previous year	
<b>Median pay gap</b>	4.19%	Up from 2.43% on previous year	
<b>BONUS PAY</b>			
<b>Mean gap</b>	2.73%	Down from 16.58% on previous year	
<b>Median Gap</b>	-23.22%	Down from 15.98% on previous year	
<b>PROPORTION BY GENDER IN RECEIPT OF BONUS</b>			
<b>Females Receiving bonus</b>	21.02% (372)	Up from 17.54% on previous year	
<b>Males Receiving bonus</b>	30.00% (240)	Up from 27.01% 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>	53.01%	46.99%	
<b>Lower Middle Pay Quartile</b>	47.56%	52.44%	
<b>Upper Middle Pay Quartile</b>	40.96%	59.04%	
<b>Upper Pay Quartile</b>	47.56%	52.44%	
<b>Ordinary Pay - Mean Pay Gap by quartile</b>			
<b>Lower Pay Quartile</b>	-6.05%		
<b>Lower Middle Pay Quartile</b>	0.81%		
<b>Upper Middle Pay Quartile</b>	2.06%		
<b>Upper Pay Quartile</b>	-10.77%		