

MANGO

Gender Pay Gap Report

2023 - 2024

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Mng - Mango UK Limited

Overview

Each year, Mango UK issues a document detailing the disparity in the average salary and bonus compensation awarded to our female employees compared to our male employees, using a specific date as a reference.

This year's report examines the pay gap between men and women employed at Mango UK as of 5th April 2023.

Gender pay equality continue being a significant concern for us at Mango. We have an Equality Plan since 2014, where we underline our dedication to achieve complete and tangible equality between men and women within our company.

Mango Equality Plan

We continue to work to guarantee a competitive remuneration that connects with the strategy of our company. Gender Pay Equality, and Gender Equality as a whole, has and continues to be important to us and for future development opportunities in Mango.

Mango's remuneration policy guarantees equal wages and rights for all employees, rejecting any type of discrimination, direct or indirect, regardless of age, gender, race, ethnicity, religion, sexual orientation, social condition, marital status, nationality, political opinion, or family responsibilities. Mango follows the principle of equality between genders, there being no differences between the salary received by a woman and that received by

a man within a position of the same level.

In 2014, we launched our Equality Plan which highlights our commitment to achieving real and full equality between men and women within our organisation.

We continue to apply that plan and to strive for gender equality and we are working in an updated version to substitute the current one.

Gender pay gap is the difference between the average earnings of men compared to women. A gender or bonus gap does not in itself mean there are unlawful practices and there could be several reasons why men or women on average are paid more than the opposite sex, and we have explored those reasons further in this report.

Our results for 2023

2023	PAY	BONUS PAYMENTS
Mean	7.61%	36.62%
Median	5.80%	65.11%
Percentage of men who received a bonus	83.10%	
Percentage of women who received a bonus	86.89%	

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE 2023	MEN	WOMEN
Lower quartile	3.60%	96.40%
Lower middle quartile	11.43%	88.57%
Upper middle quartile	12.14%	87.86%
Upper quartile	23.57%	76.43%

Our results for 2023



	UPPER QUARTILE	UPPER MIDDLE QUARTILE	LOWER MIDDLE QUARTILE	LOWER QUARTILE
Female	76,43%	87,86%	88,57%	96,40%
Male	23,57%	12,14%	11,43%	3,60%

Comparing our results with previous years

Equal pay is a rule that states that men and women who do the same work should be paid at the same rate. Unless there is a valid reason, not related to gender, why a man doing the same work as a woman is paid more, not paying the same is illegal.

Nevertheless, gender pay gap report is not the same as equal pay. A gender or bonus gap does not necessarily mean that illegal practices exist. There could be several reasons why men or women, on average, earn more than the opposite sex.

PAY	2023	2022	2021
Mean	7.61%	6.88%	-7.32%
Median	5.80%	0%	0%
BONUS PAYMENTS	2023	2022	2020
Mean	36.62%	23.83%	6.95%
Median	65.11%	55.24%	11.34%
% WHO RECEIVED A BONUS	2023	2022	2020
Men	83.10%	64%	23.68%
Women	86.89%	68.07%	-166.03%

Comparing our results
with previous years

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE 2022

	MEN	WOMAN
Lower quartile	6.86%	93.14%
Lower middle quartile	12.75%	87.25%
Upper middle quartile	10.78%	89.22%
Upper quartile	18.81%	81.19%

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE 2021

	MEN	WOMAN
Lower quartile	6.49%	93.51%
Lower middle quartile	10.39%	89.61%
Upper middle quartile	17.11%	82.89%
Upper quartile	18.42%	81.58%

Understanding our results

After the global pandemic our company has had a big expansion that may have affected the results in comparison with the previous years.

Mango UK's employee workforce remains predominantly female (87.39%), which is common for many clothing retailers in the UK and Europe that primarily identify with women's fashion.

At Mango UK, both men and women occupy positions at all levels of the pay scale. However, a higher percentage of men are in higher-paying

roles compared to other roles. For example, on the date we are analysing, 14.8% of managers are men, while only 4.48% of sales associates are men. Despite this, the pay gap is relatively small, with an average pay gap of 7.61% and a median pay gap of 5.80%. Salary quartile data indicates that there is no ceiling for opportunity or development for female employees at all levels of the company. Regarding bonuses, the data shows that on average, women received fewer bonuses than men in 2023, although women were more likely than men to receive a bonus. This can be explained by the greater number of women in higher-paying roles receiving larger bonuses. The relative number of men and women who received a bonus can also affect the median bonus figure.

The future

Our main objective, as in the previous years, is to remain committed to hiring, retaining and promoting the best people for our roles, regardless of gender, based on our brand values.

One of our strategic objectives is to foster and stimulate the growth of our employees, so we advocate for the advancement of internal talent. We achieve this by providing coaching and mentoring the employees in their roles, as well as engaging with them through our talent development and training programs. These programs equip employees with the skills necessary to advance in our

company.

Removing barriers to internal development is known to help women advance within an organization, thereby reducing pay gaps. By providing clear and well-publicized routes for our employees we hope to reduce these gaps, as they will progress and have access to new opportunities in our company. To the best of my knowledge and belief, the information contained in this report is accurate.

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