



Gender Pay Gap Report

Mango UK

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Introduction

At Mango, we are dedicated to fostering an inclusive and diverse workforce where gender equality remains a core priority.

This report is based on data from 5th April 2024 and reflects our ongoing commitment to equal opportunities, internal career progression, and a culture of fairness.

Mango keeps focusing with firm dedication to achieving tangible gender equality. This report highlights our progress, identifies areas for improvement, and reaffirms our long-term strategic initiatives to empower all employees, regardless of gender.

2024 Gender Pay Gap results

The median hourly pay for men and women in MANGO UK remains close, with a difference of 1.89%. This confirms that we pay men and women equally for equivalent roles, demonstrating our commitment to equal pay. The mean gender pay gap stands at 7.97%, which is influenced by a higher proportion of female employees in lower-paid roles which is a common trend in the retail sector, where the workforce is predominantly female.

Regarding bonuses, the median bonus pay gap is 34.69%, showing a moderate difference in bonus distribution between men and women. The mean bonus pay gap is 41.58%, which is primarily due to the higher proportion of men in senior management positions, where performance-based bonuses tend to be larger. Despite the higher average bonus for men, a larger percentage of women received a bonus compared to men.

MANGO FULL-PAY RELEVANT

Female	609
Male	95
Total	704

HOURLY PAY GAP & BONUS PAY GAP

	MEAN	MEDIAN
Hourly Pay Gap	7.97%	1.89%
Bonus Pay Gap	41.58%	34.69%

PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS

Female	72.95%
Male	67.46%

2024 Gender Pay Gap results

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

PAY QUARTILE	MALE POPULATION	FEMALE POPULATION	MALE %	FEMALE %
Lower Quartile	10	180	5.26%	94.74%
Lower Middle Quartile	36	225	13.79%	86.21%
Upper Middle Quartile	18	89	16.67%	83.33%
Upper Quartile	31	115	21.23%	78.77%

Understanding our results

The gender pay gap should not be confused with equal pay. Equal pay refers to the obligation to pay men and women equally for performing the same or similar work. The gender pay gap, however, reflects the difference in average earnings between men and women across the organisation, which can be influenced by various factors such as the distribution of employees across different roles, seniority levels, and bonus structures.

Mango's results show that the company does not have an issue with equal pay, as confirmed by the 1.89% median pay gap. The higher mean pay gap (7.97%) is primarily due to the greater proportion of women working in lower-paid roles, a

trend that is common in the retail industry. The higher average bonus for men is mainly attributed to the larger proportion of men in senior management roles, which tend to have more lucrative performance-based bonuses.

Mango continues to provide equal opportunities for career growth and internal progression. Women are represented at all levels within the company, including senior roles. In fact, the highest earner at Mango UK is female, which demonstrates there are no barriers to advancement for women within the organisation. Our internal promotion programmes aim to foster career growth and ensure that all employees have access to development opportunities.

COMPARING OUR RESULTS WITH PREVIOUS YEARS

YEAR	2024	2023	2022	2021 (EXCLUDING FURLOUGH)	2021 (INCLUDING FURLOUGH)
Lower Quartile	7.97%	7.61%	6.88%	-7.32%	6.95%
Lower Middle Quartile	1.89%	5.80%	0%	0%	11.34%
Upper Middle Quartile	41.58%	39.38%	23.83%	6.95%	-
Upper Quartile	34.69%	56.94%	55.24%	11.34%	-
Upper Middle Quartile	67.46%	83.10%	64%	23.68%	-
Upper Quartile	72.95%	86.89%	68.07%	-166.03%	-

Future commitments

Mango remains committed to hiring, retaining, and promoting the best people for our roles, regardless of gender. We continue to support inclusion and diversity in the workplace, in alignment with our company values.

One of our strategic objectives is to create a work environment where employees can grow and advance within the company. We achieve this through coaching, mentoring, and training programmes designed to equip employees with the skills necessary for career progression. By implementing these strategies, we help remove barriers that may prevent career advancement, ensuring that more women move into senior, higher-paid positions.

Mango remains deeply committed to promoting inclusion and diversity in the workplace, aligned

with our core values. These values emphasise respect for people, fostering a culture where every employee is empowered to thrive.

In support of these values, we focus on building an environment where our employees can grow, contribute, and succeed. Mango's long-term strategy is guided by our 4E Strategic Growth Plan (2024-2026), which focus on the pillars of Elevate, Expand, Earn, and Empower. These guiding principles ensure we not only continue our business growth but also prioritize the development and well-being of our people.

The Empower pillar is particularly focused on fostering a work environment where all employees, regardless of gender or background, feel valued, respected, and have equal opportunities for professional advancement. By empowering

our teams, Mango is committed to creating pathways for success that transcend traditional barriers and support career progression at all levels.

We will continue to implement coaching, mentoring, and training initiatives that equip our people with the skills necessary to reach their full potential. Ensuring access to career advancement opportunities, and removing barriers to leadership roles, remains central to our mission. We aim to drive a culture where inclusion and diversity are not just priorities but are embedded in every facet of our work and strategy.

To the best of my knowledge and belief, the information contained in this report is accurate.

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