

UK Gender Pay Gap Report 2022

We aim to create a more equitable world and positively impact the lives of people in our workforce, communities and supply chain.

A Message On Behalf Of Our Senior Leadership Team

Our business and our brands are built on the ideas of respecting and encouraging individuality. Creating an environment where all voices are welcome, and everyone can have a sense of belonging is an authentic part of who we are. We strive to create and promote a culture that advocates for equality and treating all people with respect, dignity and fairness.

Ralph Lauren's strategy continues to reinforce our Purpose: to inspire the dream of a better life through authenticity and timeless style. With a deepened focus on equity, we seek to address systemic inequities marginalized communities face and create conditions for all to thrive.

Our April 2022 figures are more representative than in the previous couple of years due to the Covid-19 pandemic, approximately 1500 employees were included in the report.

Declaration: I confirm the information and data reported is accurate as of the snapshot date 5 April 2022.



Carmel Pedatella
Company Director

DocuSigned by:
Carmel Pedatella
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Legislative Requirements

Since 2017, any employer that has a headcount of 250 or more in the United Kingdom, must report their gender pay gap calculations annually.

This data is calculated using a **snapshot date** of 5 April and is expressed as a percentage of male earnings.

WHAT IS THE GENDER PAY GAP?

A gender pay gap is a measure of the difference in the average pay of women and men across the entire organisation, regardless of the nature of their work.

It does not measure equal pay, which relates to what women and men carrying out the same jobs, similar jobs or work of equal value, earn.

PAY GAP and BONUS GAP

are based on the HOURLY PAY & BONUS RATES for men and women, REGARDLESS of their level or the job they do.

BONUS RATES include all bonuses, commission and equities (stocks) paid in the 12 months ending on the snapshot date.

Methodology

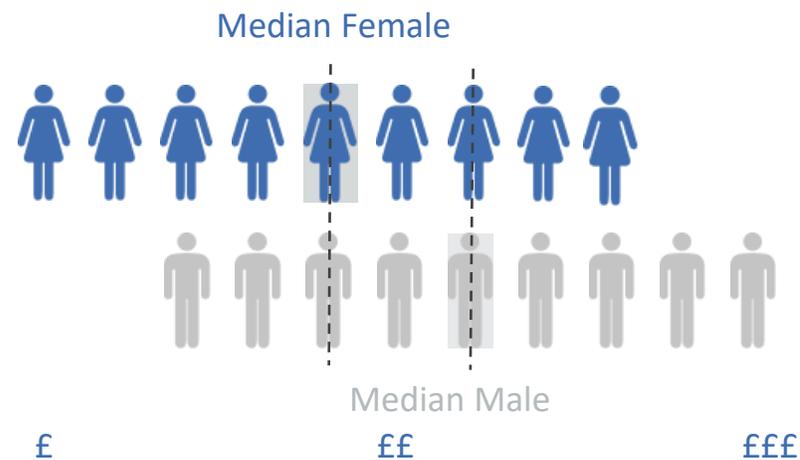
Mean Gender Pay Gap

The Mean is calculated by adding up all the rates of pay individually for Males and Females and dividing the result by how many Males and Females are on the list.



Median Gender Pay Gap

The Median is calculated by placing male and female employees in order of earning from smallest to largest and selecting the middle value.



Our Population

FACTS & FIGURES

62% OF MALE AND 60% OF FEMALE EMPLOYEES
RECEIVED BONUS PAY IN 2022

446

Full Pay Relevant
Male employees*
included

505

Full Pay Relevant
Female employees*
included

339

Male employees
received Bonus in
2022

556

Female employees
received bonus in
2022

39

Male employees in
Senior positions
*Director and above

53

Female employees in
Senior positions
*Director and above

*Full-pay relevant employee means a relevant employee who is not, during the relevant pay period, being paid at a reduced rate or nil as a result of the employee being on leave. Employees who receive no pay at all during the relevant pay period, whether or not this is as a result of being on leave are excluded from the gender pay gap.

Results

MEANS & MEDIANS



PAY GAP

Mean



2021: 12.3%

In April 2022 all UK employees have been included in the analysis so the pay gap figures are more representative compared to the figures from 2021 and 2020 where many employees were on furlough and excluded from the analysis. Although the Mean pay gap shows men earning more than women, this is mainly due to a few outliers as the Median pay gap shows the opposite.

Median

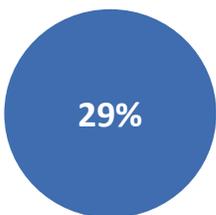


2021: 12.9%

The Median Pay gap reflects Women are paid more than Men in our organisation. This figure better represents the reality compared to the previous years as all employees are now included in the analysis.

BONUS GAP

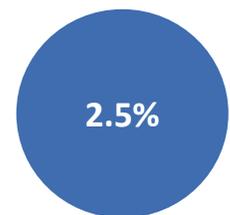
Mean



2021: 26.8%

The mean bonus gap is fairly consistent year after year showing men being paid more bonuses than women. This is primarily driven by a small group of men holding senior roles within the company.

Median



2021: -134.5%

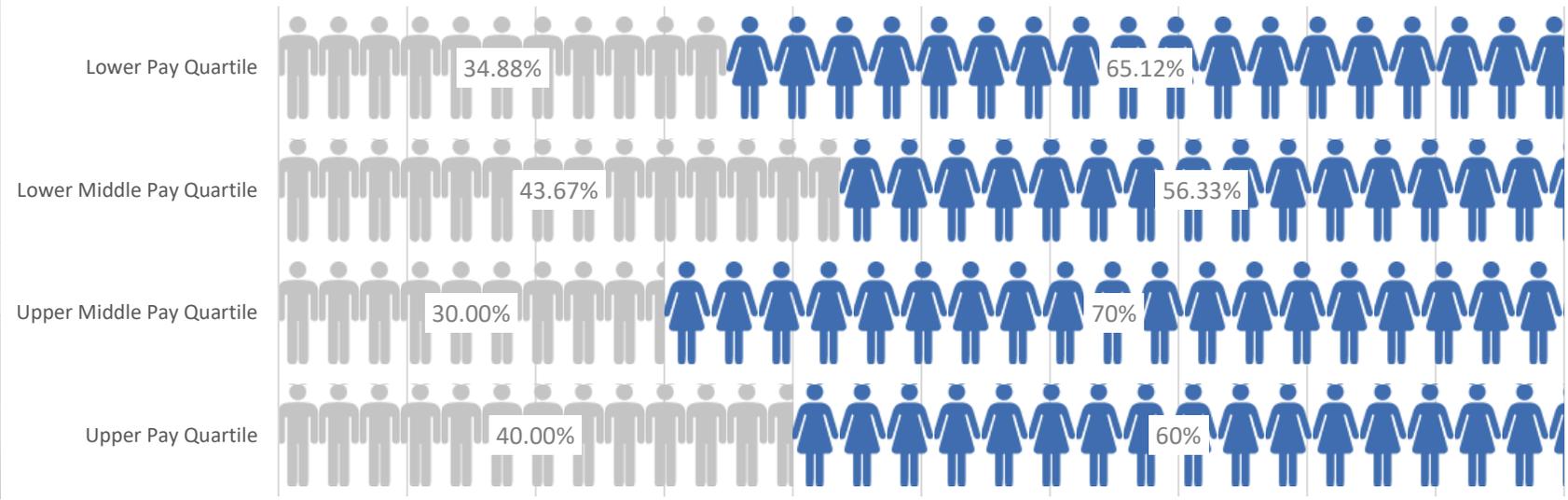
The Median bonus gap has increased from previous years although it shows a very small difference in earnings between men and women when bonus, commission and equities are included in the analysis.

Results

PAY QUARTILES

Pay quartiles show the distribution of earnings when looking at pay. They are calculated by ranking employees from the lowest to the highest paid individual and subsequently by dividing the workforce into four equal groups (quartiles).

As in previous years women outnumber men in every quartile, including a higher percentage of women in the upper quartiles. This shows that in Ralph Lauren there are no barriers that prevent women to fulfill their career goals.



♂ Male ♀ Female



Our Initiatives

LEARNING & DEVELOPMENT

We Focus On Empowering & Enabling Everyone!

At Ralph Lauren, we aim to support our employees to grow their careers through learning opportunities. Our collection of evolved collaborative learning programmes enable employees to drive their careers at their desired pace.

To drive Diversity, Equity and Inclusion here at Ralph Lauren; education is essential. To drive impact, our approach is to:

- Enhance the Company culture centered around relational trust, inclusivity and belonging through programming rooted in educational and awareness.
- Establish and deploy structured education and DE&I training participation with an emphasis on accountability for leaders and managers.
- Advocate for equitable access to education for all, bolstering community resilience and generating opportunity throughout our industry, the communities we serve and our society.

We have continued to launch multiple global learnings focusing on diversity, equity and inclusion to drive a culture of inclusion by assigning accountability to our managers and leaders to drive advocacy.

Furthermore, our management and leadership development programmes empower our employees, including women, to grow and develop at different levels of their career journey. We expanded our Mentorship programme to offer all global employees an equal opportunity to benefit.

We continue to expand our learning offerings to all our employees, regardless of gender, to provide equal opportunities for everyone and encourage at least 10 hours of learning each year, with a further 5 hours focused on diversity, equity, inclusivity and belonging.

Our Initiatives

DIVERSITY, EQUALITY & INCLUSION

We unite and inspire the communities within our company, as well as those in which we serve by amplifying voices and perspectives to create a culture of belonging, equality, inclusion and fairness for all.

Our DE&I Strategy spans three pillars:

TALENT

- Cultivate diverse teams, ensuring that fostering a culture of inclusion and belonging is a priority enterprise-wide, and elevate underrepresented talent into leadership ranks.

ENGAGEMENT

- Enable open dialogue and create spaces for the amplification of diverse voices and perspectives with an emphasis on psychological safety.
- Offer opportunities to acknowledge, celebrate and discuss our unique differences through heritage events and structured programming.

EDUCATION

- Build a Company culture centred around trust, inclusivity and belonging through educational and awareness programming and content sharing.
- Establish and enforce structured education and DE&I training participation with an emphasis on accountability for leaders and managers
- Advocate for equitable access to education for all, bolstering community resilience and generating opportunity throughout our industry, the communities we serve our society.



DIVERSITY & INCLUSION

In FY22, we maintained our gender parity in leadership representation goals for leaders at the VP level and above. Fifty percent of Company leaders at these levels are women and more than 50% of all new hires and promotions at the VP level and above are women.

EMPLOYEES BY GENDER (% OF TOTAL)				
	FY19	FY20	FY21	FY22
Female	64%	64%	64%	64%
Male	36%	36%	36%	36%

NEW HIRES BY GENDER (% OF TOTAL)				
	FY19	FY20	FY21	FY22
Female	57%	59%	58%	59%
Male	43%	41%	42%	41%

WOMEN IN LEADERSHIP			
	FY20	FY21	FY22
VP Level and Above Positions held by Women	49%	48%	50%



DIVERSITY & INCLUSION

We launched a pilot program to sponsor these female leaders to join two peer mentorship networks — Chief and the WIE Suite — spaces where female corporate leaders use their collective knowledge and expertise to help one another advance, succeed and thrive.

GLOBAL FEMALE REPRESENTATION				
	FY19	FY20	FY21	FY22
% of total global employees that are female	64%	64%	64%	64%
% of non-corporate employees that are female (retail, storeline)	63%	63%	64%	63%
% of corporate employees that are female	67%	66%	66%	65%
% of corporate management (leadership, VP+) employees that are female	49%	49%	48%	50%
% of corporate executive leadership (our Global Leadership Team and above) that are female	42%	45%	42%	45%



About Us

Ralph Lauren Retail Services Ltd

RALPH LAUREN IN THE UK

RL Retail Services Ltd employs approximately 1,490 people in Great Britain and operates as a subsidiary of Ralph Lauren Corporation.

RALPH LAUREN CORPORATION

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of premium lifestyle products in five categories: apparel, accessories, home, fragrances, and hospitality. For more than 50 years, Ralph Lauren's reputation and distinctive image have been consistently developed across an expanding number of products, brands and international markets. The Company's brand names, which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps, among others, constitute one of the world's most widely recognized families of consumer brands.



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