



GENDER PAY GAP REPORT 2024

LIBERTY.



Gender pay gap report 2024

At Liberty, our people are as unique and vibrant as the designs we create. We believe in building an inclusive workplace where everyone can truly thrive, and this commitment is at the heart of our approach to addressing the gender pay gap. As a global design house, we celebrate the diversity of cultures reflected in our products, and we are equally dedicated to fostering a diverse and equitable environment within our team. We view this report not simply as a regulatory requirement, but as a vital tool for reflection and progress.

This report provides a transparent overview of Liberty's gender pay gap data. We acknowledge the complexities of this issue and we therefore recognise that true equity requires ongoing effort and a willingness to challenge established norms. This includes implementing robust strategies for talent acquisition, development, and promotion, ensuring that opportunities are accessible to all, regardless of gender or any other differences.

We are committed to maintaining momentum and driving continuous improvement. We believe that by working together, with transparency and a shared commitment to equity, we can create a workplace where everyone at Liberty thrives.

Our statistics

Our gender pay gap statistics as of 5 April 2024

Mean gender pay gap	25.9%
Median gender pay gap	16.5%
Mean bonus gap	20.5%
Median bonus gap	0.0%
Proportion of men receiving a bonus	87.2%
Proportion of women receiving a bonus	90.1%
Lower quartile (percentage women / men)	76.3% / 23.7%
Lower-mid quartile (percentage women / men)	76.5% / 23.5%
Upper-mid quartile (percentage women / men)	69.7% / 30.3%
Upper quartile (percentage women / men)	60.5% / 39.5%

Causes of our gaps

Like many other retail businesses, our frontline store roles continue to be female dominated because of the flexibility offered by these roles. With women historically taking a greater role in childcare, this flexibility is highly valued. Slowly, as society shifts and more men take on a fairer proportion of childcare responsibilities, we expect to see more men being attracted to our frontline store roles.

Our workforce is female dominated. Yet our male workforce are not equally spread across the business. There are areas of our business which are heavily male dominated. For example, our IT Department. This affects our median pay gap.

Our mean pay gap is higher because we have more men in **senior roles**. This disparity in our senior roles has a greater impact on our numbers.


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I confirm that the figures stated above are accurate and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017.

William Le Clerc
Chief People Officer