

The image is a split-page layout. On the left, a woman with short black hair and a red off-the-shoulder dress stands in front of a large, pink, stylized graphic element. On the right, a man in a dark blue suit and a red polka-dot scarf stands against a light-colored brick wall. The background on the left shows some greenery.

GENDER PAY GAP

2024 UK REPORT

FARFETCH

Farfetch is a leading global marketplace for the luxury fashion industry.

We bring together an incredibly creative community by opening a world of luxury for endless style. Fashion is by nature an environment where creativity and the celebration of individuality thrive and we want to take a part in representing this diverse world.

Each year we are committed to reporting as a fundamental step towards progress and continuously take action where we see gaps, focusing on rewarding our people fairly, regardless of race, gender, sexual orientation, disability or any other part of their identity or background.

With our efforts, the Farfetch UK Gender Pay Gap has significantly decreased since the first reporting year. However, progress has slowed compared to the previous year. This serves as a reminder that, while we've come a long way, there is still more to be done.

This report outlines the Gender Pay Gap in the UK only and does not represent the global demographic and pay data our employees around the world.

Luisa Fernandes, VP People

DECLARATION

Farfetch UK can confirm that all calculations have been undertaken in the line with the guidance and regulations, with all efforts made to ensure a robust and methodical approach to the production of our findings.



Gender Distribution at Farfetch

As of 5 April 2024, FARFETCH UK had over 500 employees in the UK. The gender make-up of FARFETCH UK employees was 71% female and 29% male. The gender pay gap calculations are based on the number of full-pay relevant employees, and not on full-time equivalents. This means that each part-time employee counts as one employee and excludes employees not paid their usual full basic pay or piecework rate because they were on leave.

Key Metrics Explained

The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly pay and men's mean hourly pay. The mean hourly pay is the average hourly pay, including bonus, across the entire organisation.

The Median Pay Gap

The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly pay, including bonus, of the person in the middle.

The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Executive Summary

We are focused on rewarding everyone fairly, regardless of their race, gender identity, sexual orientation, disability or any other part of their identity or background. The UK Gender Pay Gap Report is an important tool to improve equality and we are proud that numbers demonstrate that for FARFETCH UK, the gap has been decreasing over the past five reporting years.

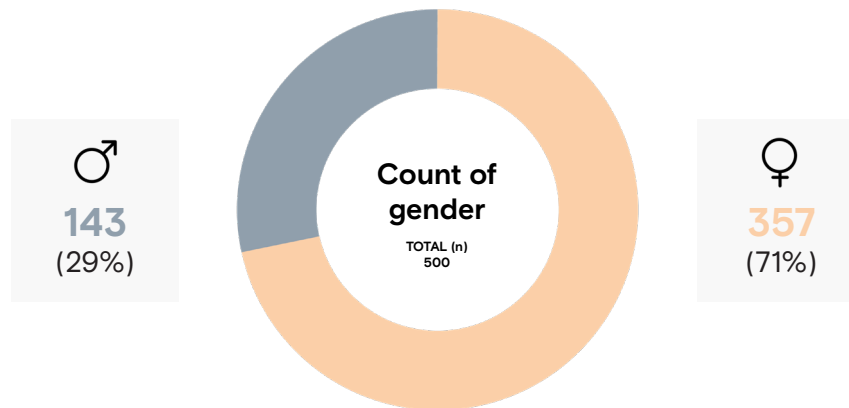
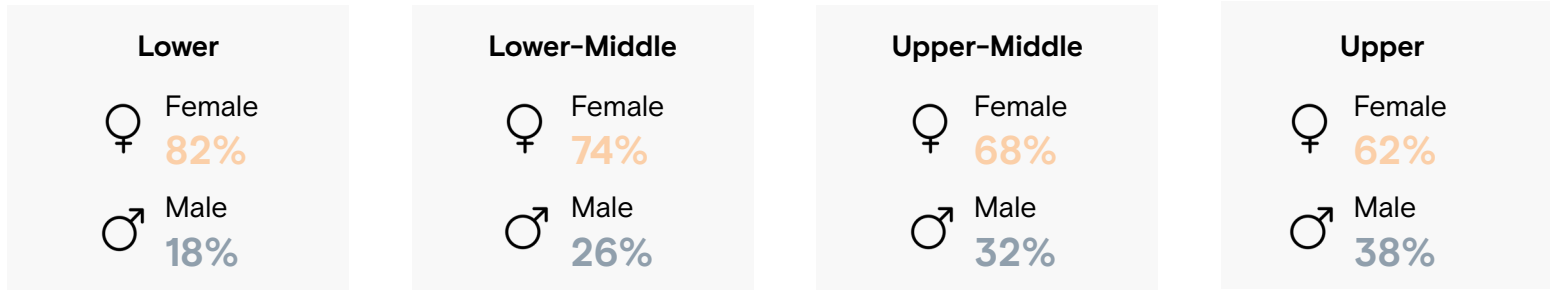
The mean pay gap decreased significantly from 30.3% in 2018 to 15.2% in 2024, and the median pay gap also saw a notable reduction from 39.5% to 20.4% over the same period. Although this year recorded slight increases of 0.3 p.p. and 0.8 p.p. compared to 2023 (14.9% and 19.6%, respectively), the overall trend remains strongly positive, reflecting substantial progress over time.

The snapshot data from 5 April 2024, shows that proportionally we have more females than males across all pay quartile, with a particularly high predominance in the lower quartiles. The female population spreads right across the spectrum of salaries, from the more junior roles, all the way up to more senior positions. At the Lower Quartile, 82% of our employees are female, whereas in the Upper Quartile is only 62%. As a result, the mean and median of ordinary pay for females are lower than those for males, leading to the observed gender pay gap.

While women representation in higher quartiles has improved, we recognize there is still progress to make and we are committed to reduce this gap over time. However, it should be considered that, when it comes to equal pay, the gap between genders is minimal (see section on equal pay).

Pay Quartiles

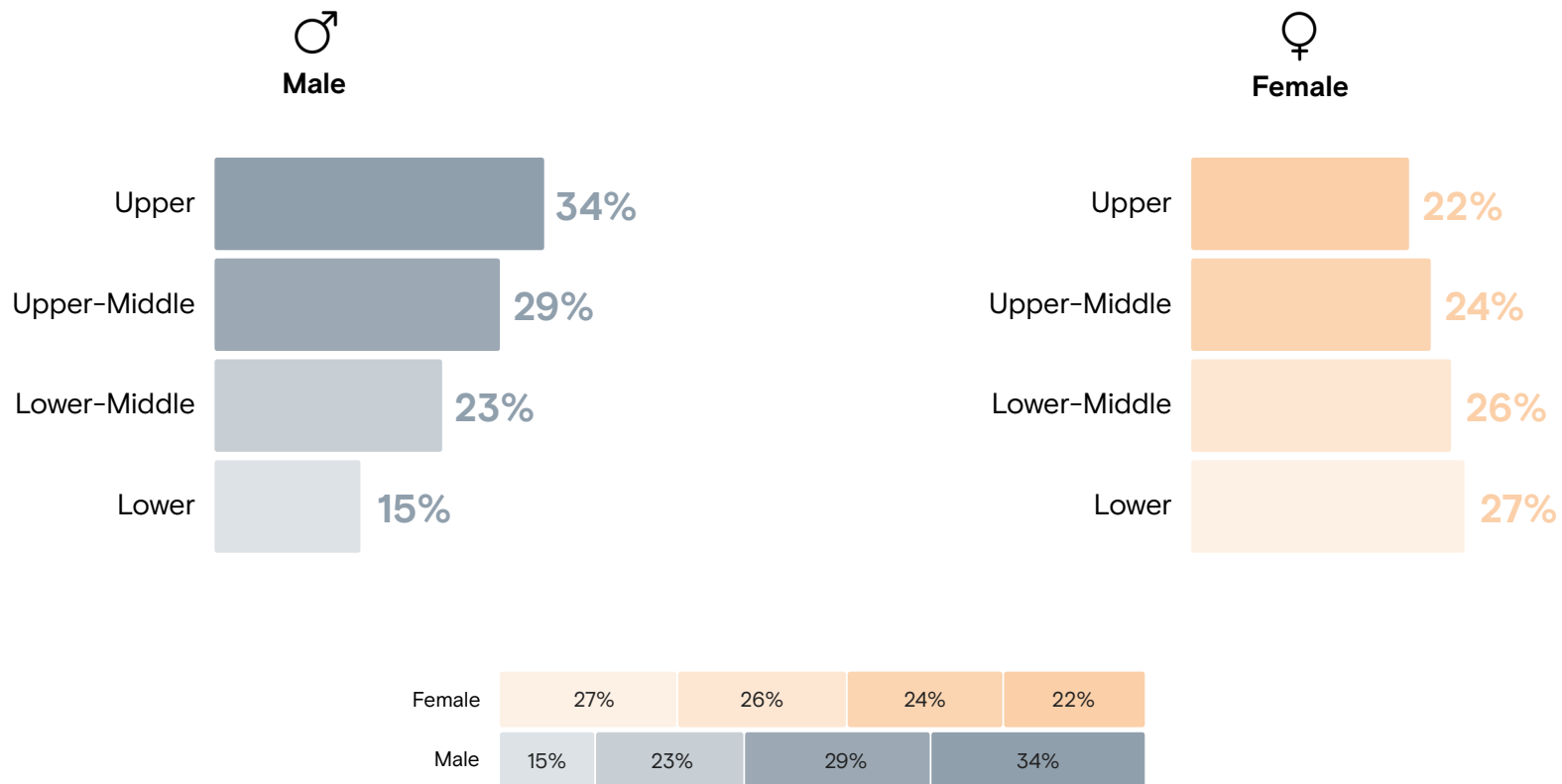
The hourly pay quartiles are calculated by listing all employees in order of hourly pay and splitting them into four equal parts. The charts show the proportion of males and females in each pay quartile. All quartiles are predominantly composed by females, particularly the lower quartiles (over 3/4 are women). Inversely, males' representation increases in higher pay quartiles. Nonetheless, the work we have been doing to close the gap is demonstrated by the achievement of an YoY increase in female representation in the Middle-Upper and Upper quartiles (in 2021, 43% of females were in these quartiles, rising to 46% in 2024).



Pay Quartiles

The pay gap still persists due to the higher proportion of females in the Lower and Lower-Middle quartiles (54% of all female employees vs. 38% of males).

Notably, in Tech roles, 45% of the females are in the Upper quartile vs. 32% of the males. However, in Non-Tech roles only 19% of the females are located in the Upper quartile vs. 34% of the males.



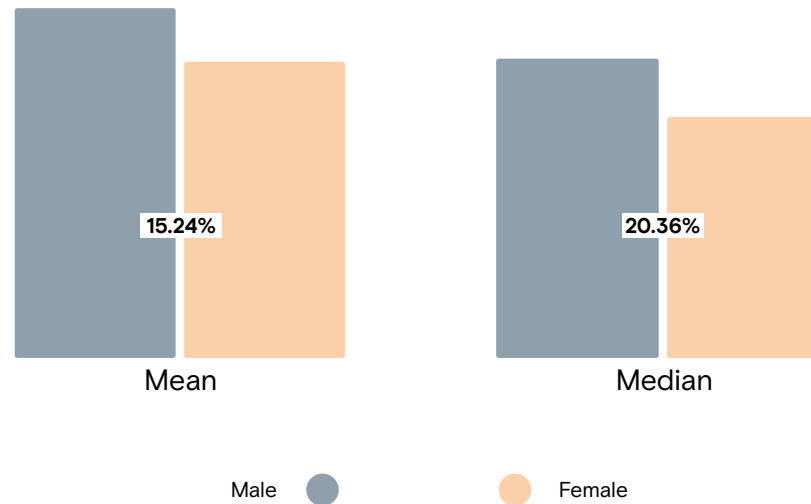
Hourly Pay

Hourly Pay is used to calculate the mean and median gender pay gaps. This includes basic pay, pay for work, pay for leave and allowances. The calculation for the mean and median hourly pay only includes full-pay relevant employees.

Our mean gender pay gap is **15.2%**
Our median gender pay gap is **20.4%**

We are 7.3 p.p above the national median gender pay gap, of **13.1%*** in 2024.

The main driver of the hourly pay gap is the overrepresentation of females in **lower-paying roles**.

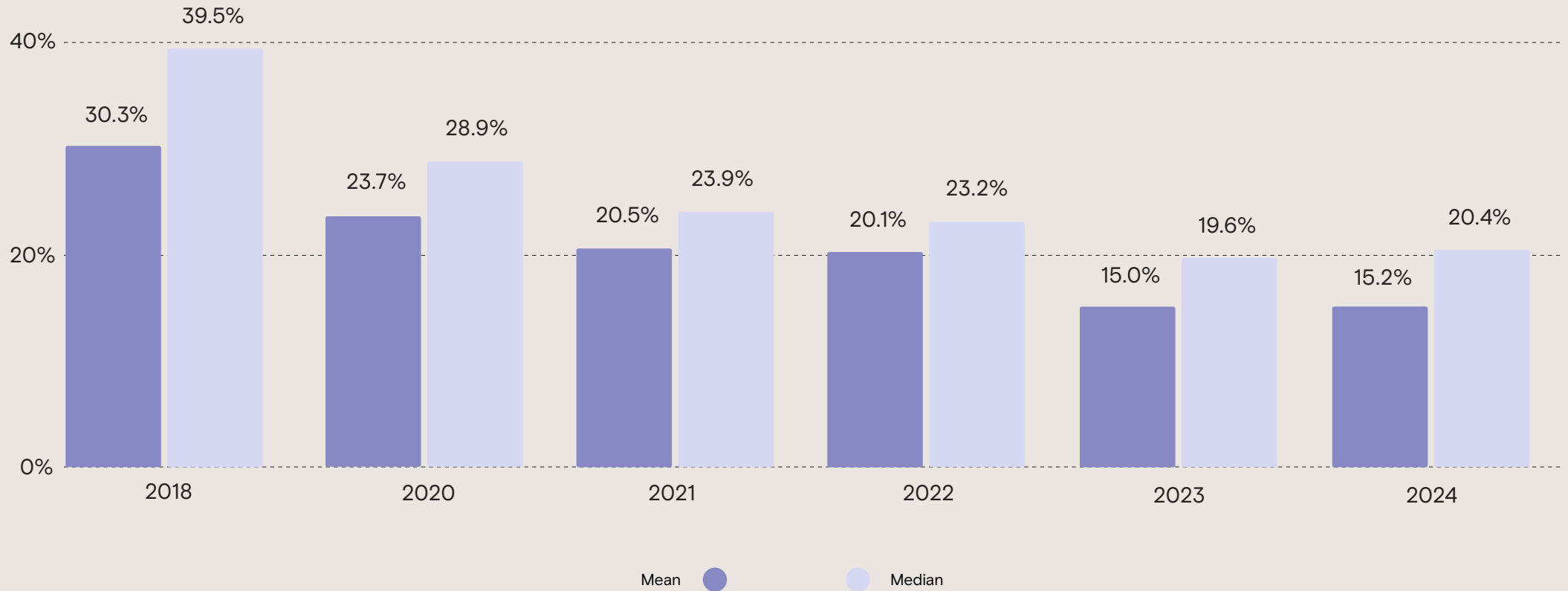


*Source: [Office for National Statistics](#)

YoY Comparison (Hourly Pay)

While the mean hourly pay gap has been decreasing, from 30.3% in 2018 to 15.2% in 2024, there was a slight increase comparing to the previous year, denoting no improvement. Nonetheless, it still represents a drop of 15.1 p.p, half of the gap since the first reporting year.

This means that females now earn, on average, 15.2% less than males, whereas in 2018 they earned 30.3% less.



Bonus Pay

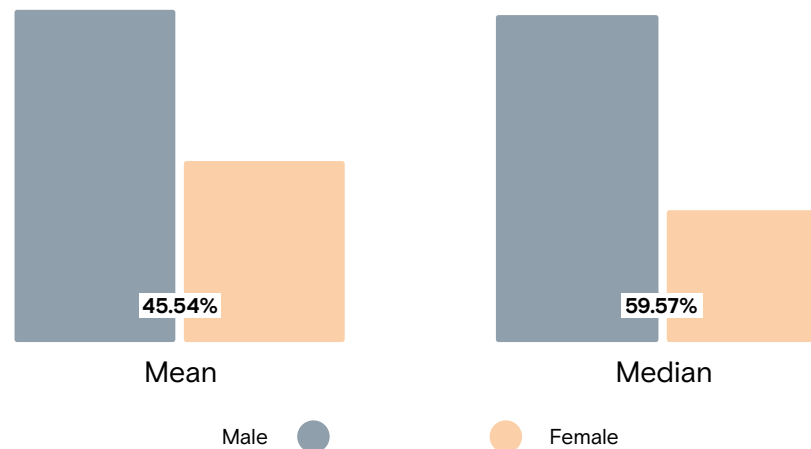
For UK Gender Pay Gap reporting, Bonus Pay includes everything related to profit sharing, productivity, performance, incentives and commissions.

% of employees receiving a bonus:
22.4% males received a bonus
31.5% of females received a bonus

Our mean bonus pay gap is **45.5%**. Our median bonus pay gap is **59.6%**.

However, excluding **Executives team** from the analysis and thus, along with their respective equity bonuses, the mean bonus gap shifts to **-22.75%**, favorable for females.

It's important to consider that our Equity Award is based on the employee's job profile, their base salary and performance, which is aligned globally and reviewed for fairness across gender as part of the annual compensation review.

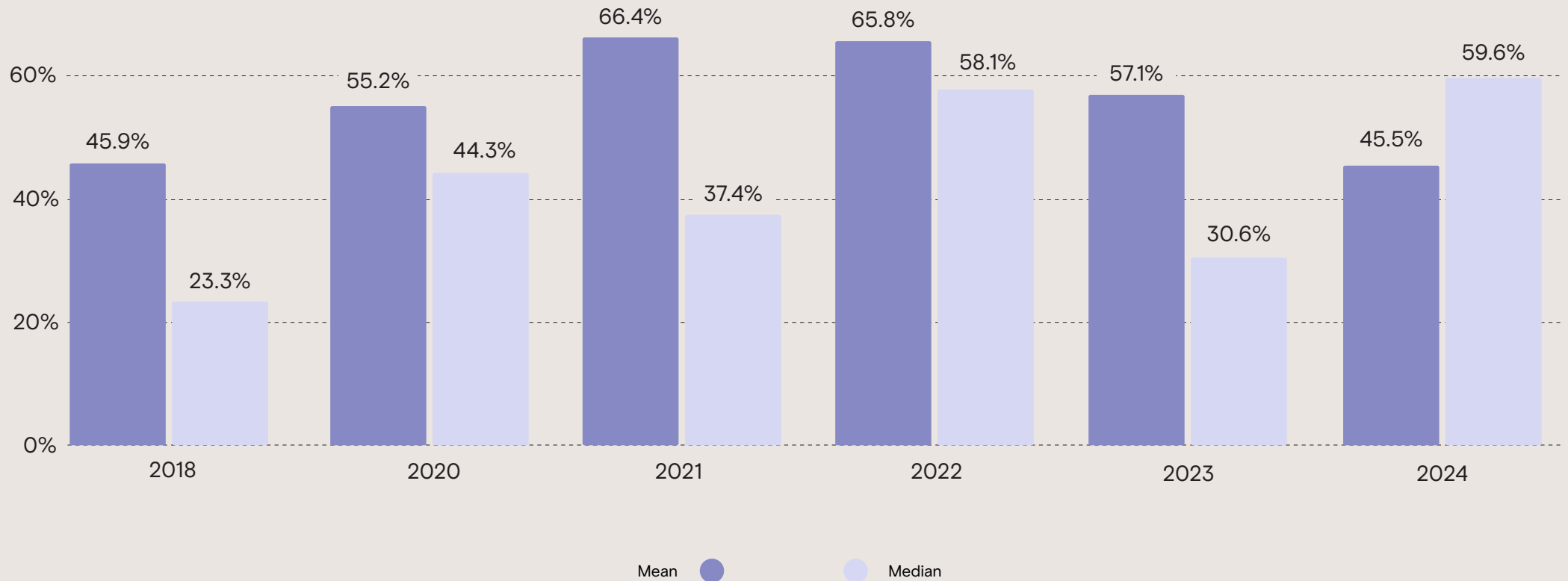


YoY Comparison (Bonus Pay)

The **mean bonus pay gap** decreased substantially by **19.1 p.p.** from 2022 to 2024, indicating notable progress in bonus distribution. However, the **median bonus pay gap** remains volatile and returned to values near the ones seen in 2022.

We have **2.6 more females** than males, occupying all kinds of roles, from support roles up to leadership roles.

This results in the median bonus pay for females being lower than that of males, who have a smaller population but a higher proportion in the upper quartiles, thereby driving both the mean and median upwards.

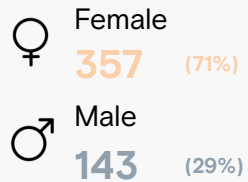


Career Progression

We are pleased to see that our female employees are progressing in their careers at Farfetch, aligned with one of our commitments of ensuring everyone can thrive and succeed with us.

Count of Gender

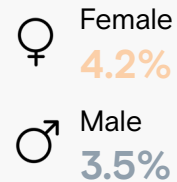
TOTAL (n) 500



Our UK Population is 71% female and 29% male

Promotions by Gender

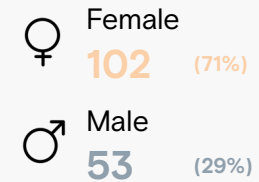
PROMOTIONS (n) 20



4.2% of females and 3.5% of males were promoted between 2023 and 2024

Management Population by Gender

TOTAL (n) 155



71% of our Management population is female (102 out of 155)

Commitments for the Future

DATA

We will continue to collect data to ensure that we have information, at all stages of the employee cycle that helps us to inform decision processes that drive gender equality.

HIRING & DEVELOPMENT STRATEGIES

We will continue to make efforts to ensure our recruitment and career development strategies are enablers that address any barriers or biases widening our talent sources and contributing to a diverse pool of talent that helps to increased diversity at senior levels.

FAIR REWARDS

We will continue to invest in fairly rewarding all Farfetchers, regardless of race, gender identity, sexual orientation, disability or any other part of their identity or background.

GIVING VOICES

We will continue to give voice to our people through internal surveys like the recently launched Farfetch Voices, ensuring we create safe spaces for improving awareness, raising concerns and driving gender equality.



FARFETCH