



# GENDER PAY GAP

2025 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.

Since our initial reporting, we have seen a significant long-term reduction in the Farfetch UK Gender Pay Gap. While our latest data shows a deviation from our downward progress due to the impact of organizational restructuring, we are treating this as a priority for deeper analysis and targeted action. This serves as a vital reminder that progress is not always linear, and we remain deeply committed to the systemic work required to close this gap.

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.

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## 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.

- Luísa Fernandes, VP of People



## Gender Distribution in FARFETCH

As of 5 April 2025, FARFETCH UK had over 250 employees in the UK. The gender make-up of FARFETCH UK employees was 69% female and 31% 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.

**Note:** The median is the midpoint at which half of employees earn more and half earn less. It is preferred over the mean (simple average) as a more accurate measure of the 'typical' employee's pay, avoiding distortions by a small number of people with particularly high payments.

Source: [House of Commons Library](#)

# 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. The progress we have achieved over the years should not be overshadowed by our most recent figures.

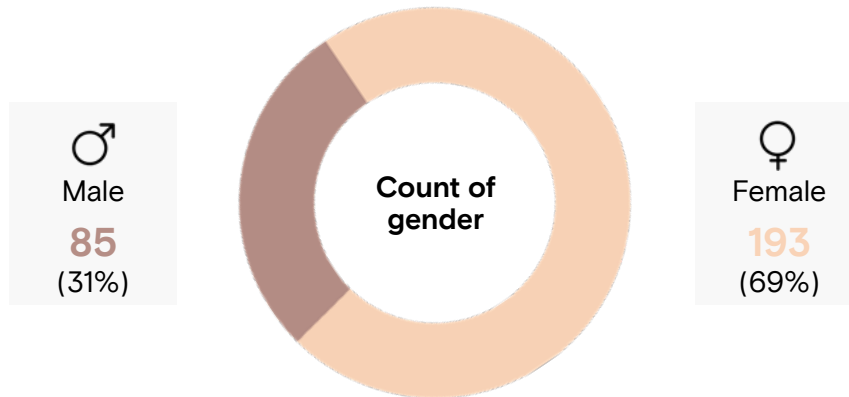
While our mean pay gap saw an increase this year due to exceptional structural changes within the business, the long-term trajectory remains positive. Since our initial report in 2018, we have achieved a consistent reduction in the mean gap (from 30.3% to 28.3% in 2025). Most notably, our median pay gap has seen a significant decrease, falling from 39.5% in 2018 to 20.4% last year.

The snapshot data from 5 April 2025, 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, 73% of our employees are female, whereas in the Upper Quartile is only 57%. 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

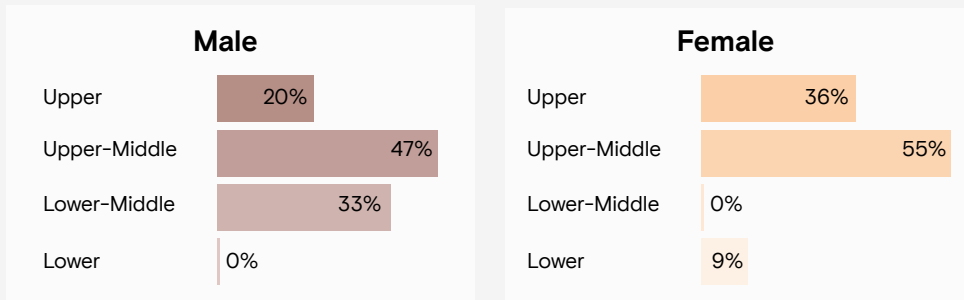
The **hourly pay quartiles** are calculated by listing all employees in order of hourly pay and splitting them into four equal parts. The charts show the proportion of males and females in each pay quartile. All quartiles are predominantly composed by **females**, particularly the lower quartiles (over 3/4 are women). Inversely, males' representation increases in higher pay quartiles.



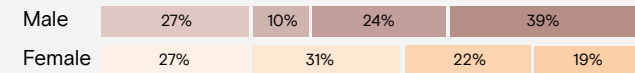
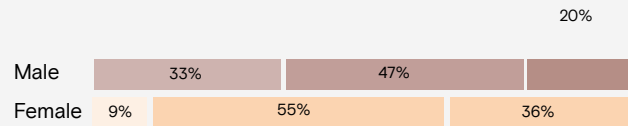
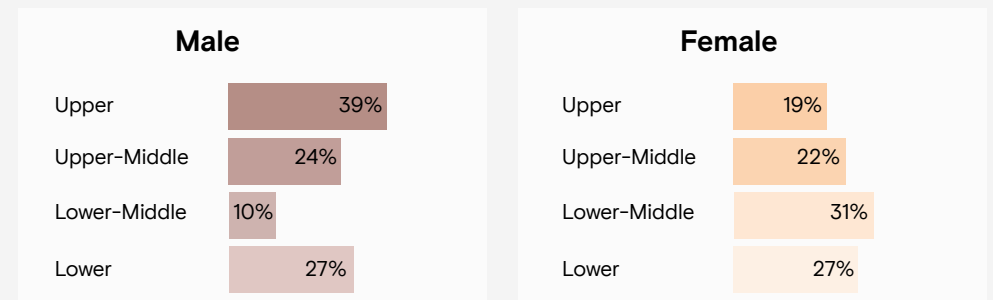
# Pay Quartiles

The current pay gap is largely influenced by the distribution of the workforce, with a higher concentration of female employees in the lower and lower-middle quartiles (56% compared to 36% of males). However, there are encouraging trends in Tech roles, where female representation in the upper quartile (36%) actually exceeds that of males (20%).

## TECH ROLES



## NON-TECH ROLES

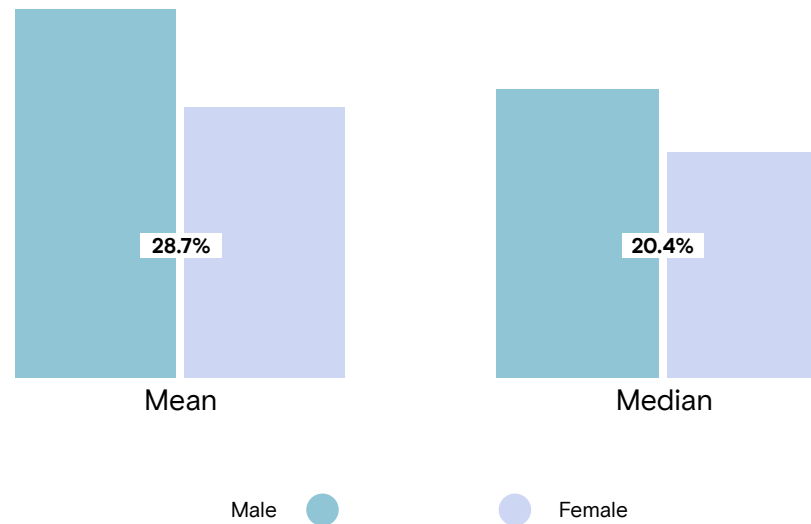


# Hourly Pay

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 **28.7%**.  
Our median gender pay gap is **20.4%**.

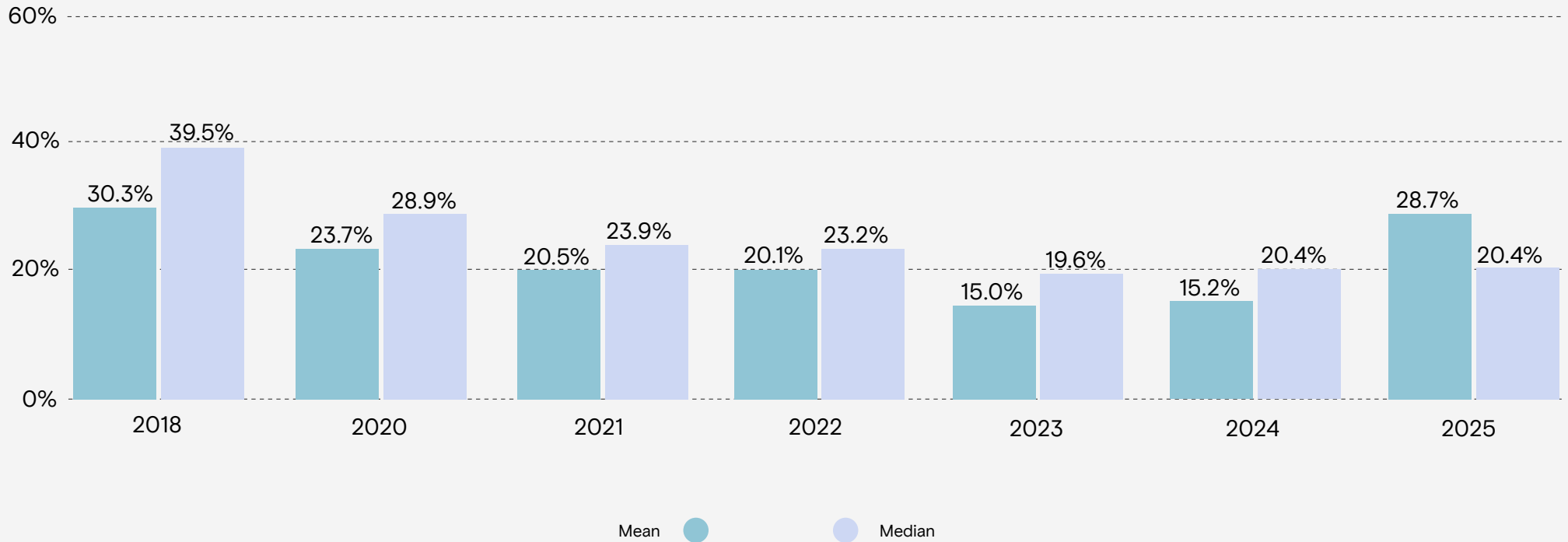
The main driver of the hourly pay gap is the overrepresentation of females in **lower-paying roles**.



# YoY Comparison (Hourly Pay)

While the **mean hourly pay gap** has narrowed over the long term to its current level of **28.7%**, there has been a recent uptick compared to previous years, suggesting a slowdown in progress.

In contrast, the **median hourly pay gap** has seen a more substantial and sustained improvement over time, and is currently at **20.4%**. The fact that the mean gap remains higher than the median reflects a higher concentration of men in the highest-earning roles, which continues to pull the overall average upward.



# 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:

**89%** males received a bonus

**98%** of females received a bonus

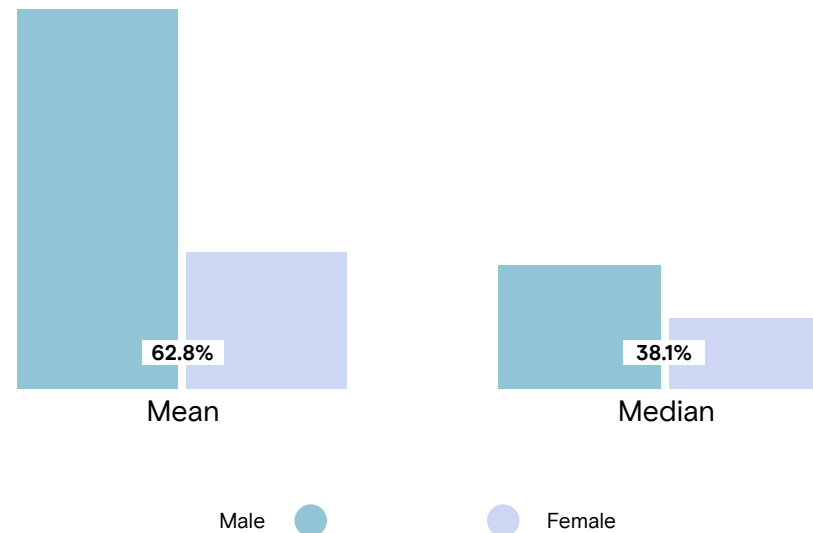
Bonus Pay Gap:

Our mean bonus pay gap is 62.8%

Our median bonus pay gap is 38.1%

We have 2.2 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 the mean upwards.

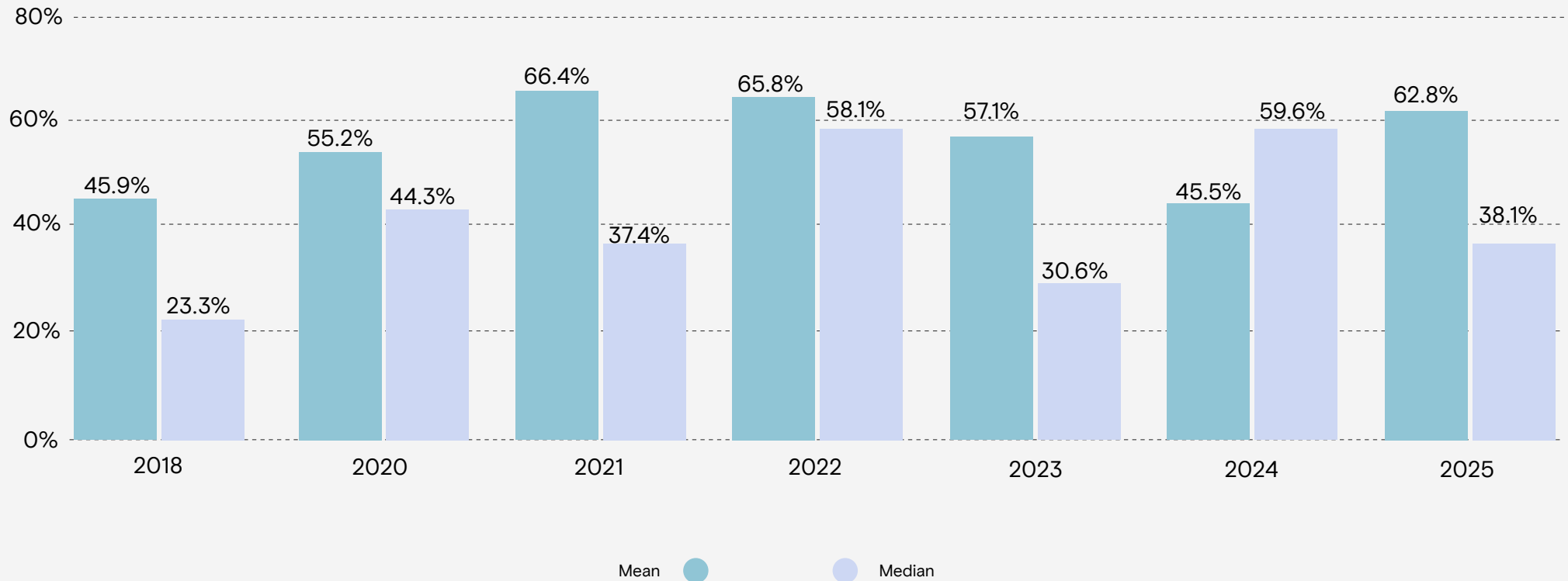


# YoY Comparison

The **mean bonus pay gap** increased comparing to the previous years.  
However, the **median bonus pay gap** decreased significantly from **59.6%** in 2024 to **38.1%**.

However, excluding **Executives team** from the analysis, the mean bonus gap decreases to **40.7%** and the median to **35.0%**.

It's important to consider that our Annual Grant 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.

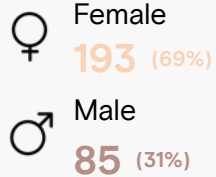


# Career Progression

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

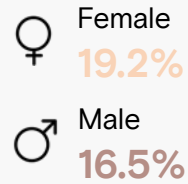
Total (n) 278



Our UK Population is **69%** female and **31%** male \*

## Promotions by Gender

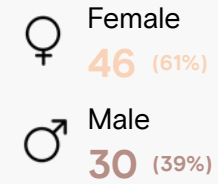
Total (n) 57



**19.2%** of females and **16.5%** of males were promoted between 2024 and 2025

## Management Population by Gender

Total (n) 76



**61%** of our Management population is female (46 out of 76)

# 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**