

Abercrombie & Fitch Co.

# **2017 GENDER PAY REPORT**

AT ABERCROMBIE & FITCH CO., DIVERSITY AND INCLUSION ARE WOVEN INTO EVERY ASPECT OF OUR BUSINESS.

We believe that embracing diversity in all its forms makes us all stronger. We work to ensure that each employee and customer feels included, respected, supported, and empowered. Every day we strive to reach beyond A&F to make a positive impact in the global community. As a global company, we are committed to supporting and promoting gender equality through our culture, values, partnerships, and policies—through our words and actions.

Under the UK Government's new Gender Pay Gap Regulations, which came into force on April 6, 2017, companies with more than 250 employees are required to report on their gender pay gap by April 2018, and on an annual basis.

The data used to compile the statistics in this report relates to employees who represent all aspects of our business, including: stores, asset protection, human resources, finance, and operations.



## OVERVIEW

In this report we set out both the median and mean (average) pay gap between men's and women's hourly pay and bonuses. The report also sets out the percentage of employees (both male and female) receiving a bonus, and the percentage of employees (both male and female) in each pay band by quartile.

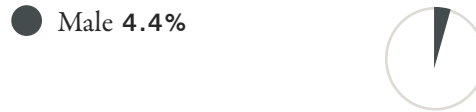
The gender pay gap shows the difference in median and mean (average) pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Our figures exclude associates in Northern Ireland, as Northern Ireland is not covered by these reporting regulations.

## MEASURING THE GAP

	MEAN	MEDIAN
Gender Pay Gap	<b>5.9%</b> favoring male	<b>3.5%</b> favoring male
Gender Bonus Gap	<b>21.6%</b> favoring female	<b>0%</b>

### Percentage of Employees receiving a Bonus



### Proportion of Employees by quartile band



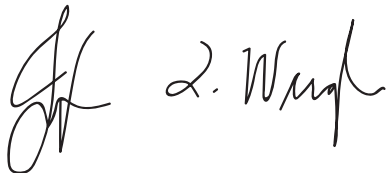
## UNDERSTANDING THE GAP

**HOURLY PAY RATE** Whilst there is a small % gap in our mean gender pay (5.9% favoring male), this is largely due to our company having more female employees aged 17-20 working across our brands in the UK. Employees aged 17-20 earn a lower hourly rate as a result of the age-based minimum wage. As we have more females than males in entry-level positions within our store employee population, the hourly pay percentage slightly favors males.

When looking at each pay band by quartile, the proportions become more balanced as you go up the quartile, due to gender being more balanced amongst our higher-level employees. Female employees represent approximately 60% of the 4th quartile.

**BONUS** There is a mean gender bonus gap of 21.6% (favoring female). This is partly due to one female earning a significant bonus over the previous 12-month period. Removing this outlier reduces the mean bonus pay gap to less than 3% (favoring female).

The information included in this Gender Pay Report has been calculated using the mechanisms set out in the gender pay gap reporting legislation, in line with mandatory requirements, and is true and accurate as of the time of this report.



Jennifer Wangler  
UK A&F ENTITY DIRECTOR