



Gender Pay Gap Report 2021 H&M Group

I'm pleased to share our Gender Pay Gap Report for H&M UK LTD 2021/2022 reporting year.

This report shows the average salary differences between genders at the time of the snapshot date, 5th April 2021. Any potential Gender Pay Gap is calculated using all pay data, regardless of pay rates and role, and our results include all H&M Group brands in the United Kingdom.

This year, external factors surrounding the Covid-19 pandemic affected our results as we adapted to the ever-changing situation. For the second year in a row the pandemic has had a significant effect on the gender pay gap information we are able to provide, at the time of the snapshot date the majority of our workforce were placed on furlough leave in H&M UK LTD. This means at the time the gender pay gap was calculated, only 14% of our employee population were classed as "relevant employees or full-pay relevant employees" in line with the guidance shared by the Government Equalities Office on how to calculate your Gender pay gap.

The survey was conducted separately for H&M's retail business and H&M Services LTD which includes colleagues based within our Logistics & Customer Contact Centre network. In H&M Services we were able to gain a much more accurate result to include the majority of our workforce, 90% of our employee population were classed as "relevant employees or full-pay relevant employees" in line with the guidance shared by the Government Equalities Office on how to calculate your Gender pay gap.

Our results for 2021 - Retail

- According to base salary results for 2021, we see a 22.9% gender pay gap in favour of male colleagues according to the mean measurement. According to the median measurement, we see a 42.6% gender pay gap in favour of male colleagues.
- When it comes to bonus results for 2021, we see a 3.9% gender pay gap in favour of female colleagues according to the mean measurement. According to the median measurement, we see a 32.9% gender pay gap in favour of male colleagues.

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Our results for 2021 – H&M Services

- According to H&M Services base salary results for 2021, we see a 0.3% gender pay gap in favour of male colleagues according to the mean measurement. According to the median measurement, we see that there are no discrepancies between male and female colleague pay.
- When it comes to H&M Services bonus results for 2021, we see a 0.5% gender pay gap in favour of male colleagues according to the mean measurement. According to the median measurement, we see that there are no discrepancies between male and female colleague bonus payments.

By processing and sharing these results, we aim to drive greater transparency and accountability when it comes to employee pay. H&M values all employees equally, and gender equality remain extremely important to us.

H&M United Kingdom & Ireland Country HR Manager,
Kirsty Finn-Murphy

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