

Mulberry

Gender Pay Gap 2016/2017

At Mulberry we are proud of our diverse workforce and believe fair and equal reward is vital to our success as an international luxury fashion business. We have a high degree of diversity across our team with a wide range of backgrounds, nationalities and ages employed across our different sites in the UK.

The team perform a variety of activities in the UK including design, manufacture, office and retail and are employed by two companies – Mulberry Company (Design) Limited and Mulberry Company (Sales) Limited. The majority of Mulberry's team are female and we have a good representation of women in management positions across our business. We are confident that women and men are paid equally for doing equivalent jobs.

At a total level, the effect of a high proportion of women in manufacturing and retail roles has the effect of creating a male to female average pay gap. The company is committed to ensuring women progress to senior roles and maintaining equal pay for equivalent roles.

The gender pay gap analysis is based on data from April 2017 and, as required by the regulations, is split between our two main employing entities. Mulberry Company (Design) Limited employs 943 people and Mulberry Company (Sales) Limited employs 351 people. 1,294 people in total.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.



Thierry Andretta
Chief Executive
Mulberry Group plc

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Mulberry (Sales) Gender Pay Gap Data

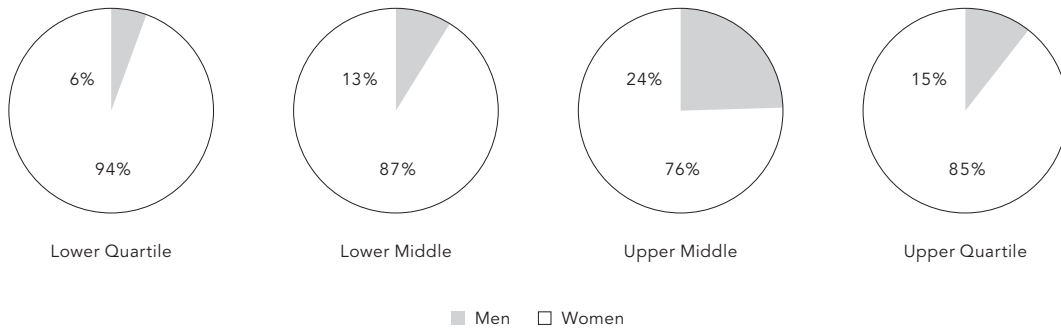
Average gender pay gap

	Mean	Median
Pay	14.5%	10.4%
Bonus	39%	26%

The proportion of women and men receiving a bonus

Women	96%
Men	100%

The proportion of women and men in each quartile band



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Mulberry (Design) Gender Pay Gap Data

Average gender pay gap

	Mean	Median
Pay	27.2%	2.1%
Bonus	40%	21%

The proportion of women and men receiving a bonus

Woman	83%
Male	91%

The proportion of women and men in each quartile band

