

# MONSOON

## Monsoon Stores Ltd

### Gender Pay Gap Report April 2021

#### Introduction

People are at the heart of our design led, creative business and we are committed to the principles of equal opportunity and diversity. We strive to build a culture that values openness, fairness and transparency. Everyone has equal access to promotion, development and career progression opportunities.

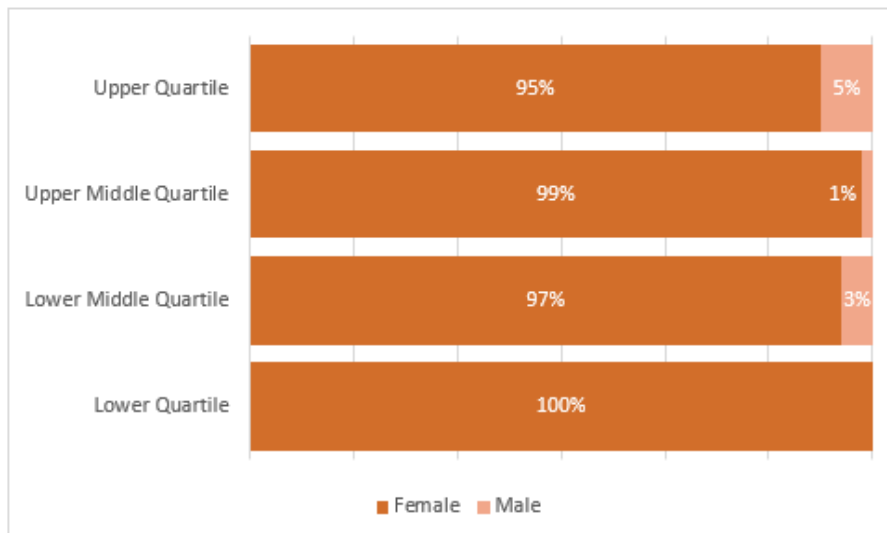
#### Our Gender Pay Gap Indicators

Our Gender Pay Gap	Our Gender Bonus Gap	
2.25%	76.14%	Median
7.81%	-27.81%	Mean

Proportion of employees receiving a bonus	Male	Female
	11.76%	17.75%

The Gender Bonus pay difference is due to the numbers of males and females receiving Boxing Day Bonus and Loyal Service Awards.

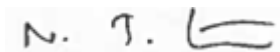
#### UK Employees According to Quartile Pay Bands



We aim to minimise the gender pay differential in our business and understand this is a long- term commitment. In support of this we will continue to:

- focus on creating a balanced workforce, through recruitment and succession opportunities
- offer flexible and part time working opportunities and family leave policies.
- work to develop our diversity data to better understand our team and identify gaps, to better reflect the communities we serve
- operate gender neutral pay rates and focus on continuing to close the gender pay gap in future pay reviews
- review and update our policies and practices to attract, retain and develop top talent and promote an inclusive and diverse team
- strengthen our commitment to equality, fairness, diversity and inclusion.

We confirm that the information contained within this report is accurate and in line with Government Reporting Regulations.

A handwritten signature in black ink, appearing to read "N. Stowe", with a stylized flourish at the end.

Nick Stowe  
**Chief Executive Officer**