

STITCH FIX

U.K. GENDER PAY GAP REPORT

Reporting Period | April - 2021

Stitch Fix is an online personal styling service that is reinventing the shopping experience by delivering one-to-one personalisation to our clients through the combination of data science and human judgment. Stitch Fix was founded in 2011. Since then, we've helped millions of women and men discover and buy what they love through personalised selections of apparel, shoes, and accessories, curated by Stitch Fix stylists and algorithms.

In May 2019, we opened our first international office, serving women and men throughout the U.K. Our U.K. head office is located in London and we operate a warehouse in Leicester, England via a third party. All of our styling team works remotely (and was remote pre-COVID).

For more information about Stitch Fix in the U.K., please visit www.stitchfix.co.uk.

DEFINITION FOR DATA & TERMS

Snapshot date: 5 April 2021

Pay period: 1 April 2021 to 30 April 2021

Bonus Period: 1 May 2020 to 30 April 2021

KEY EMPLOYEE FACTS

8,000 Employees Globally

269 Employees in the U.K.

239 of our Employees in the U.K. are women

30 of our Employees in the U.K. are men

182 Remote stylists in the U.K.

19 Customer Experience associates in the U.K.



Note: Employee numbers include seconded US employees.

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INSIGHTS

- The senior leadership team is made up of **6 women** and **2 men** (includes seconded US employees).
- Head office salaries are **higher than** those of our remote Styling & Customer Experience Teams.
- Bonus pay includes both **restricted stock units (RSUs)** and **annual bonuses**.

HOW DO WE DEFINE MEDIAN & MEAN?

Median: The median is the middle value in a data set. To calculate the median, we sort female colleagues from lowest to highest by hourly rate of pay and select the middle colleague. We repeat this for male colleagues. The median gender pay gap is the difference in hourly rate of pay between the middle female colleague and the middle male colleague. This is shown as a percentage.

Mean: The mean is the average value in a data set. In order to calculate the mean, we sum the total hourly rate for one gender (Male/Female) and divide by the total number of people of that gender, which allows us to find the mean hourly rate for that gender.

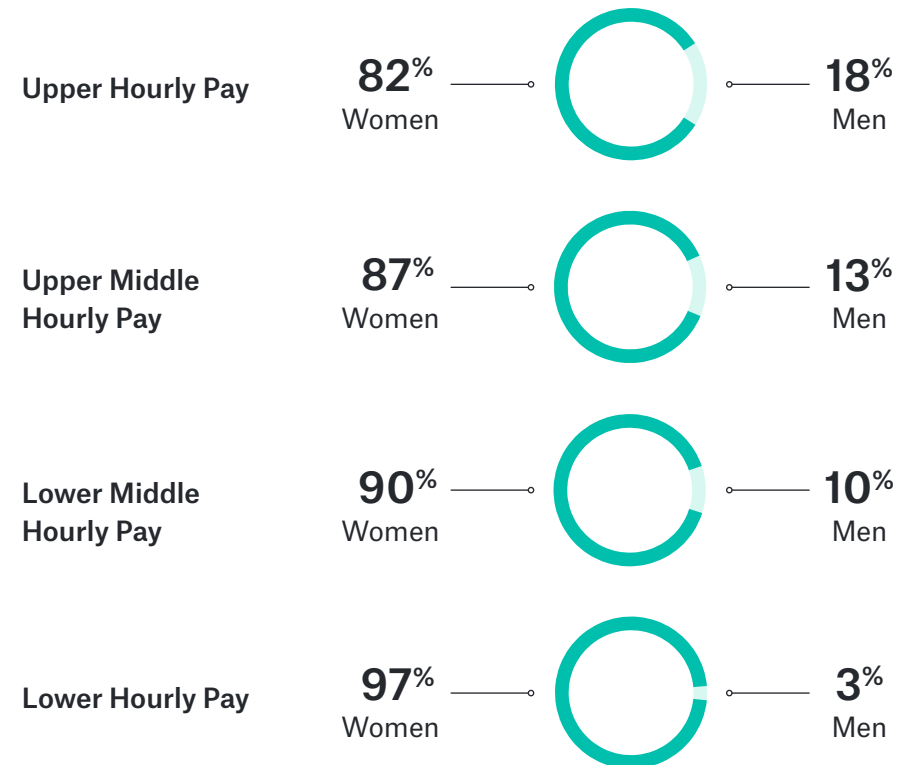
Gap: The gap is calculated by taking the mean hourly rate for men and subtracting the mean hourly rate for women.

Mean and Median Gender Pay Gap: These terms reflect the difference between the mean (average) and median (middle-point) pay and bonus earnings proportion of males and females.

PROPORTION OF WOMEN & MEN IN EACH PAY QUARTILE

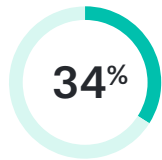
Pay quartiles are calculated by listing the pay rates for all employees from lowest to highest, before splitting them into four equal-sized groups. The proportion of male and female employees that appear in each group is then calculated.

HOURLY PAY QUARTERS

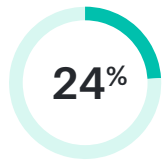


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MEAN & MEDIAN GENDER PAY GAP - HOURLY

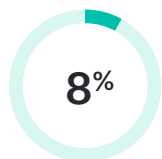


Difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the **mean hourly rate of pay of male full-pay relevant employees: 34%**

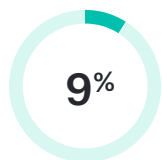


Difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the **median pay of male full-pay relevant employees: 24%**

MEAN & MEDIAN GENDER PAY GAP - BONUS

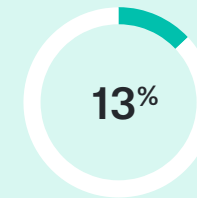


Difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the **mean bonus pay paid to male relevant employees: 8%**

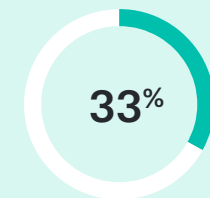


Difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the **median bonus pay paid to male relevant employees: 9%**

PROPORTION OF U.K. EMPLOYEES RECEIVING A BONUS OR RESTRICTED STOCK UNITS (RSUs)





of **Women**
received Bonus Pay



of **Men**
received Bonus Pay

42 employees received a bonus or RSUs

-  **32 women** received a bonus or RSUs
-  **10 men** received a bonus or RSUs

This information can also be found on the U.K. Government [website](#).

For additional information on our Stitch Fix's Diversity, Equity & Inclusion efforts, please visit: www.stitchfix.com/impact/diversity-equity-inclusion