

Publication of Gender Gap in Gucci Limited (UK).

As of April 2018, we had 424 employees working for Gucci Limited, of which 60.8% are female.

Our numbers as of the snapshot date – 5 April 2018 are detailed below;

Pay Gap	Calculation	Male	Female	Gap
Gucci Limited	Mean	13.56	13.24	2.4%
	Median	11.50	10.98	4.5%

Bonus pay:

Proportion of Bonus	Male	Female
Gucci Limited	91.0%	87.0%

Bonus Gap	Calculation	Male	Female	Gap
Gucci Ireland	Mean	4,996	4,606	7.8%
	Median	3,736	3,349	10.4%

The majority of our employees are eligible to earn some element of variable pay. The variable is based on a mixture of personal and company performance.

Variable pay can be sales commission, incentives or discretionary bonuses, depending on the role of the employee.

Pay quartiles by gender:

Pay Quartiles	Quartiles	Male	Female
Gucci Limited	Lower Quartile	33.0%	67.0%
	Lower Middle Quartile	35.8%	64.2%
	Upper Middle Quartile	43.4%	56.6%
	Upper Quartile	44.3%	55.7%