

# GENDER

# PAY

# REPORT

# 2020



PRIMARK®



# Primark is for Everyone

As we review what has been an unprecedented year globally, we are pleased to report our 2020 Gender Pay Results.

Here at Primark, we've made significant progress since we first published our results in 2017 and are pleased with the commitment that we have shown to furthering gender pay equality in our organisation.

The global pandemic brought many challenges to both our organisation and our sector, resulting in widespread store closures both across the UK and Internationally. In line with UK Government guidelines and as a result of steps taken to protect our colleagues and customers, the majority of our colleagues were placed on furlough for a portion of 2020, including the snapshot period in April 2020.

While the results show a difference between male and female pay and bonus percentages, we are confident that we pay women and men equally for the same or similar jobs, as all our roles have either a fixed rate of pay or a scale or a salary that is determined by a robust job evaluation system.

The figures in this disclosure are impacted by a significant change in the number of colleagues reported and represent only 3% of our typical population. They are only reflective of a small proportion of our business and are not a like for like comparison with previous years.

We have made a conscious effort to diversify our leadership teams in our business over the last number of years. In the UK our leadership changed from 100% male to 50% female over two years. We are proud of the progress we've made and have plans to continue these positive changes. We plan to achieve this by continuing to focus on offering and promoting more flexible work patterns including remote working for those based in office positions, aiming to balance personal flexibility with the needs of the business.

Our priority of creating a more diverse and inclusive business remains front of mind and we very much look forward to post-Covid 19 trading.



**Paul Marchant**  
Chief Executive

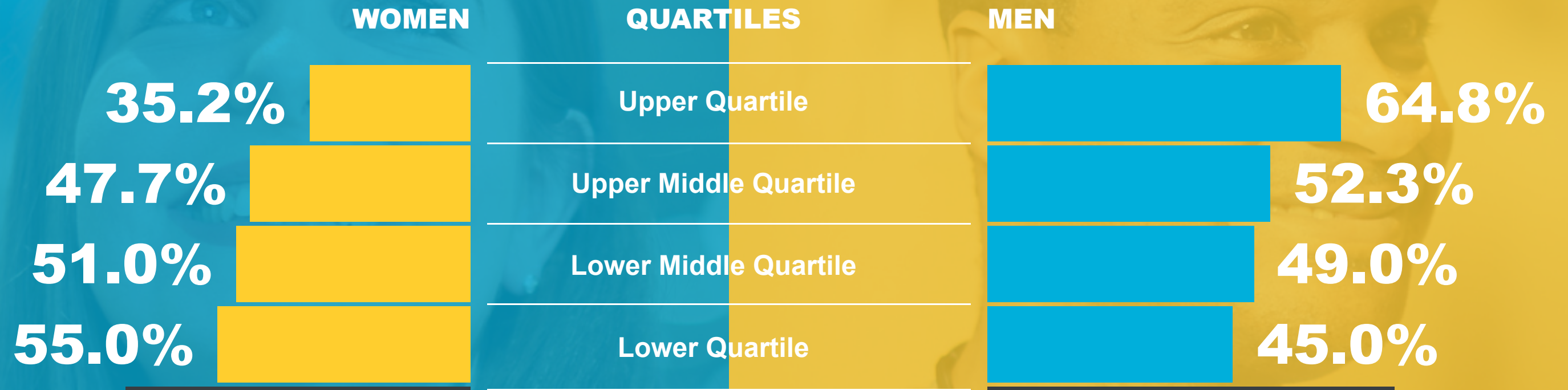


**Lorraine Culligan**  
Group Director, People & Culture

## OUR 2020 PAY RESULTS

**15.6%** MEDIAN

**22.4%** MEAN



## OUR 2020 BONUS RESULTS

**29.1%** MEDIAN

**40.6%** MEAN



We confirm that the published gender pay gap information is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Paul Marchant**  
Chief Executive



**Lorraine Culligan**  
Group Director, People & Culture

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