At Burberry, we believe in fostering a culture of openness and inclusivity where everyone feels that they can belong and bring their authentic self to work. Diversity enriches our creativity and our culture, and we believe that we work best when we bring together different viewpoints, backgrounds and experiences.

Since 2017, the UK government has required public and private sector employers with 250 or more employees to publish key data on the gender pay gap in their UK businesses. We have reported gender pay gap figures annually in that period for our UK employee population, which makes up about a third of our global workforce.

In our latest report, we have also continued to voluntarily disclose ethnicity pay and bonus gap data, reflecting our commitment to transparency and to creating lasting change by continually monitoring our progress.

The gender and ethnicity pay gaps are distinct from equal pay, which is a comparison of the pay of men and women carrying out the same or equivalent roles. Our reward policy is to pay all employees in line with their level and experience and at a competitive market level. Alongside reviewing our gender and ethnicity pay gap data, we regularly undertake pay analysis to ensure we meet our commitment to equal pay.

As well as explaining the pay gap data in our reporting, we detail the initiatives we have put in place to address our gender and ethnicity gaps. These include diversifying hiring practices, providing meaningful development opportunities and enhancing our policies.

As we improve the breadth of our diversity data year on year, we will have a more complete picture of our colleague population and the insight we need to determine the best next steps towards closing the gender and ethnicity gaps.