

MANGO

Gender Pay Gap
Mango UK

2026

Gender Pay Gap Mango UK

MANGO FULL-PAY RELEVANT

The median hourly pay for men and women in MANGO UK remains close, with a difference of 2.63%, confirming that men and women are paid equitably for equivalent roles. This demonstrates our continued commitment to equal pay. The mean gender pay gap stands at 9.89%, reflecting a higher proportion of female employees in lower-paid roles, a common trend in the retail sector where the workforce is predominantly female.

Regarding bonuses, the median bonus for both men and women is £0, as more than half of the workforce did not receive a bonus in the reporting period. The mean bonus pay gap (67.68%) reflects the distribution of employees across the organisation, with a higher proportion of men in roles where bonus payments are more prevalent and typically higher. Despite this, a slightly higher proportion of women (40.16%) received a bonus compared to men (36.95%).

HOURLY PAY GAP & BONUS PAY GAP

GENDER	FULL-PAY RELEVANT	MEAN HOURLY	MEDIAN HOURLY	MEAN BONUS	MEDIAN BONUS
Female	704	£13.24	£12.88	£700.58	£0.00
Male	110	£14.70	£13.22	£2,167.76	£0.00
Total	814	-	-	-	-

Gender Pay Gap Mango UK

PROPORTION OF EMPLOYEES RECEIVING A BONUS

GENDER	% PAID BONUS
Female	40.16%
Male	36.95%

HOURLY RATE QUANTILES

QUANTILE	HOURLY RATE (£)	MALE POPULATION	FEMALE POPULATION	MALE %	FEMALE %
Lower	£12.21	32	325	8.96%	91.04%
Lower Middle	£12.88	14	91	13.33%	86.67%
Upper Middle	£13.39	28	124	18.42%	81.58%
Upper	£62.50	36	164	18.00%	82.00%

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COMPARISON WITH PREVIOUS YEARS

KEY GENDER PAY GAP METRICS

METRIC	2025	2024	2023	2022
Mean Pay Gap	9.89%	7.97%	7.61%	6.88%
Median Pay Gap	2.63%	1.89%	5.80%	0.00%
Mean Bonus Gap	67.68%	72.95%	86.89%	68.07%
Median Bonus Gap	0.00%	67.46%	83.10%	64.00%

QUARTILE DISTRIBUTION (% FEMALE)

QUARTILE	2025	2024	2023	2022
Lower	91.04%	92.03%	92.39%	93.12%
Lower-Middle	86.67%	98.11%	94.20%	100.00%
Upper-Middle	81.58%	58.42%	60.62%	76.17%
Upper	82.00%	65.31%	43.06%	44.76%

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UNDERSTANDING OUR RESULTS

The gender pay gap should not be confused with equal pay, which refers to paying men and women equally for performing the same or equivalent work. The gender pay gap reflects the difference in average earnings across the organisation, influenced by factors such as role distribution, seniority, and bonus structures. MANGO UK continues to demonstrate no issues with equal pay, as reflected in the low median pay gap of 2.63%. The higher mean pay gap of 9.89% is primarily due to the greater proportion of women in lower-paid roles. While the median bonus is £0 for both genders, the mean bonus gap highlights that higher bonuses are concentrated among male employees in senior positions. Nonetheless, a larger percentage of female employees received a bonus than male employees, showing equitable access to performance-related pay.

FUTURE COMMITMENTS

MANGO remains committed to hiring, retaining, and promoting the best talent, regardless of gender. We continue to support inclusion and diversity in alignment with our company values. Our strategic focus is on creating career growth pathways through coaching, mentoring, and training programmes that equip employees with skills to advance. We aim to remove barriers to leadership roles and ensure that all employees, regardless of gender, can progress to senior positions. Through our 4E Strategic Growth Plan (2024–2026) [Elevate, Expand, Earn, Empower], we prioritize both business growth and employee development. The Empower pillar focuses on creating an inclusive work environment where everyone is valued and has equal opportunities for advancement.

MANGO

To the best of our knowledge and belief, the information contained in this report is accurate and in accordance with UK Gender Pay Gap Regulations 2017.