



# Apple UK Gender Pay Gap Report

2020–2021

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**Each year, Apple releases a report on our Gender Pay Gap in the UK. For this reporting period, we had a mean pay gap of 10 per cent, and a median pay gap of 9 per cent.**

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### Apple is deeply committed to pay equity.

Apple has achieved and maintained gender pay equity for all employees worldwide since 2017.

To maintain pay equity as people change jobs and join the company, Apple conducts regular, in-depth assessments of compensation data. We partner with a third party expert to help us assess whether differences in pay emerge, and if a difference is found, we close it. During our annual compensation planning process, we use analytics to assess promotion rates, performance ratings distribution, and pay metrics for women compared to men.

### We continue to build a more representative, inclusive Apple.

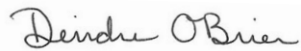
Progress isn't always swift or simple and we know there is still much left for us to do. At Apple, we're constantly striving to improve. And we will continue working every day to build a workforce that is more representative of the communities we serve and a workplace that empowers everyone to do the best work of their lives.

- **Accountability:** Accountability measures across the company allow us to track progress and build a foundation for lasting and durable change. Executive compensation is tied to Apple values, and we've implemented action plans for every line of business.

- **Inclusion:** We're delivering inclusive experiences and practices across Apple. We're expanding the Apple mentorship program globally, and we've grown our employee-led Diversity Network Association community groups more than 50 per cent worldwide.
- **Representation:** Apple continues to become a better reflection of the world around us. From hiring to development and engagement, we're integrating inclusion and diversity into the talent lifecycle to advance representation and equity.

# Apple By the Numbers

Apple has three legal entities operating in the UK with at least 250 employees.



**Deirdre O'Brien**  
Senior Vice President, Retail + People



**Mark Rogers**  
Vice President, Western Europe



**Peter Denwood**  
Director

*We confirm that the gender pay gap data is accurate for the entities reported herein.*

*The numbers in this report illustrate the pay gap for Apple employees across the UK based on hourly pay rates as of 5 April 2021 and bonuses paid, including stock, in the 12 months ending 5 April 2021.*

*Since this report only factors in vested stock, some UK employees hired in this reporting period have no bonus pay because they have not yet vested in their stock grant.*

		W Women	M Men	All UK Entities	Apple Europe Ltd	Apple Retail UK Ltd	Apple UK Ltd
<b>Hourly Pay Gap</b>	Mean			10%	11%	0%	16%
	Median			9%	19%	5%	19%
<b>Bonus Pay Gap</b>	Mean			35%	41%	14%	38%
	Median			18%	32%	21%	42%
<b>Receiving Bonus</b>	Women			93%	92%	95%	90%
	Men			97%	95%	98%	97%
<b>Pay Quartiles</b>	Upper	W		25%	33%	30%	13%
		M		75%	67%	70%	87%
	Upper Middle	W		33%	35%	26%	12%
		M		67%	65%	74%	88%
	Lower Middle	W		30%	46%	36%	19%
		M		70%	54%	64%	81%
	Lower	W		37%	50%	37%	38%
		M		63%	50%	63%	62%

