

ELEMIS

GENDER PAY GAP REPORT 2020

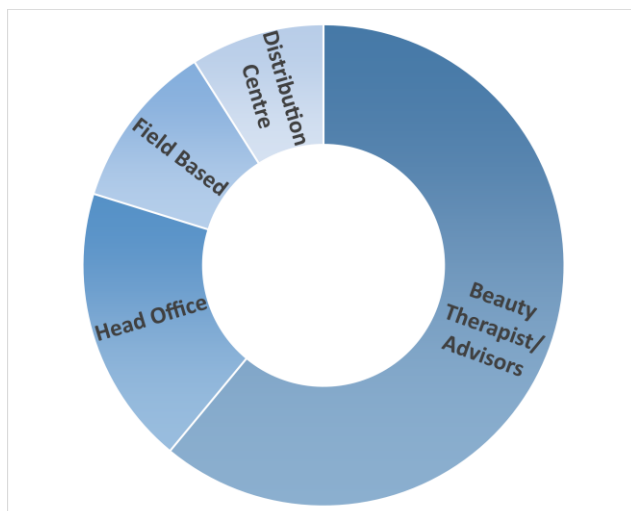
INTRODUCTION

This report explains our Gender Pay Gap figures and shows the difference in the average pay of all the men in a defined group (in this case, ELEMIS employees in the UK) against the average pay of women in the group. It does not equate to Equal Pay, which considers the pay and benefits awarded to men and women in the same job within the organisation.

OUR UK WORKFORCE

We employ approximately 500 employees across the UK and highlight the different workforce groups and gender splits below:

- **305 BEAUTY THERAPIST/ADVISORS** (61% of workforce; 99% Female / 1% Male) – Working in Retail positions within Department Stores and in our own Spas.
- **94 HEAD OFFICE STAFF** (18% of workforce; 84% Female / 16% Male) – Professional staff based in our London and Bristol offices.
- **56 FIELD BASED STAFF** (12% of workforce; 99% Female / 1% Male) – Sales and Training positions based across the UK.
- **45 DISTRIBUTION CENTRE STAFF** (9% of workforce; 49% Female / 51% Male) – Working in warehousing positions at our Distribution Centre in Avonmouth.



91%
OF THE
ELEMIS UK
WORKFORCE
ARE **FEMALE**

OUR GENDER PAY GAP

	MEAN (average)	MEDIAN (middle)
GENDER PAY GAP	-29%	-27%
GENDER BONUS GAP	-83%	-237%

IN FAVOUR OF WOMEN

GENDER PAY GAP CALCULATIONS

Mean and median pay and quartile bands are based on data from April 2020 calculating ordinary pay and bonus pay..

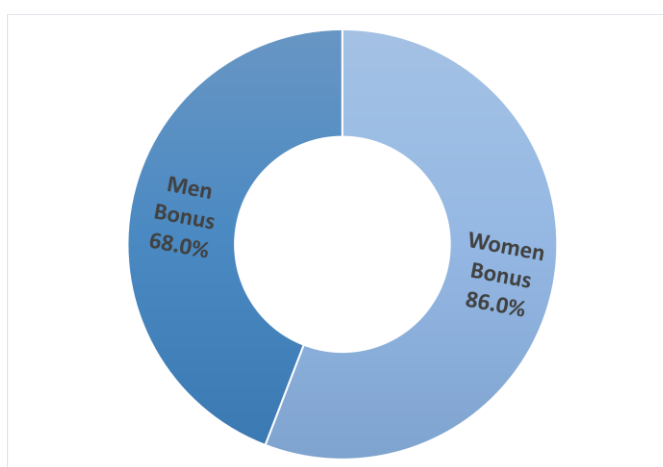
ORDINARY PAY includes salary plus other types of allowances such as shift allowance and car allowance.

BONUS PAY includes any additional pay outside of the above such as annual bonus, sales commission, and incentives.

BONUS PAY

Our reward practices are related to achievement against targets and are aligned with a scaled bonus plan based on seniority of role.

The difference in bonus is due to the high proportion of female employees in sales roles.



68% OF MEN AND 86% OF WOMEN RECEIVED A BONUS

QUARTILE PAY PERCENTAGE MALE/FEMALE

	MALE	FEMALE
LOWER QUARTILE	36%	64%
LOWER MIDDLE QUARTILE	39%	61%
UPPER MIDDLE QUARTILE	25%	75%
UPPER QUARTILE	21%	79%

UNDERSTANDING THE PAY GAP

Our Gender Pay figures show a majority in favour of women. As a beauty company, we tend to attract women at every level of the organisation.

Female representation in the middle to senior management and leadership positions within our organisation is strong and growing which influences the bonus gap figures.

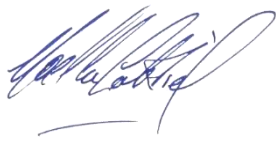
OUR COMMITMENTS

ELEMIS is committed to the principle of equal opportunities and equal treatment for all employees, regardless of their sex (or any other characteristic). As such, we:

- regularly carry out pay audits;
- provides regular equal pay training for managers who are involved in pay reviews; and
- continually evaluates job roles to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within our organisation and the salaries that these roles attract.

The data contained in this gender pay gap report is calculated based on a snap-shot of our UK payroll employees on 5 April 2020.



Noella Gabriel
President
ELEMIS Limited