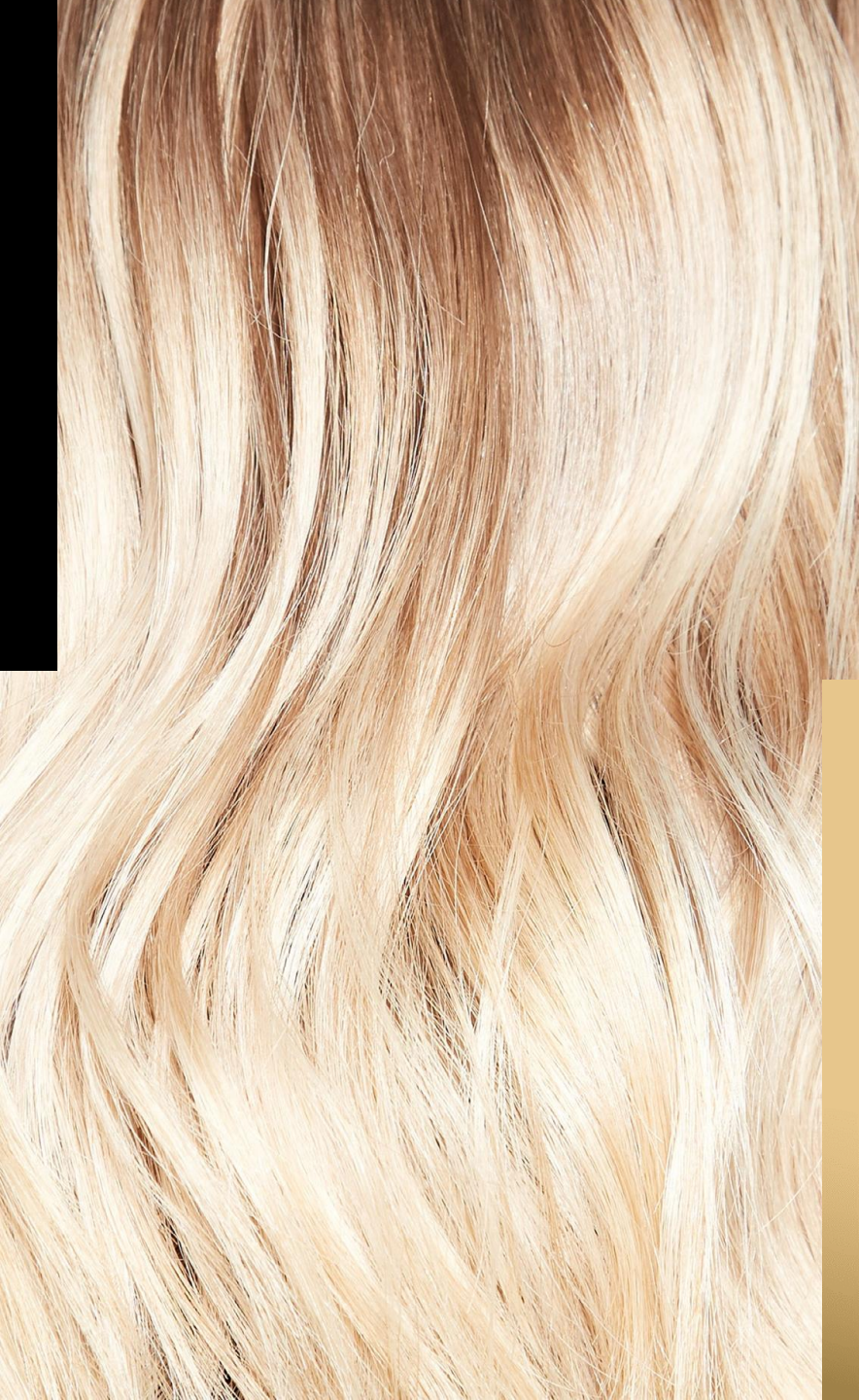




# **GENDER PAY GAP 2023**



## INTRODUCTION

Under the UK's Gender Pay Gap Regulations, all UK companies with more than 250 employees need to share details of their gender balance and pay, the percentage of men and women receiving bonuses and the proportion of men and women in each pay quartile of the workforce. This pay gap report covers the period 6<sup>th</sup> April 2021 to 5<sup>th</sup> April 2022.

This is employees on a ghd (Jemella Ltd) contract including both part and fulltime, temporary and permanent.

We welcome the opportunity to use this data to measure our progress and hold ourselves accountable as we move forward.

# OUR REPRESENTATION BY GENDER

Our data for this pay period is made up of **309** employees who are eligible to be included in our Gender Pay Gap Reporting any employees are excluded if they were not being paid their usual full basic pay or piecework rate because they were on leave during the data period, of the 309 employees **67% are female 33% are male**, see further details below.

- **UK Field Teams** (Salon and Premium Retail)

Made up of 6 men and 74 women



- **R&D** Centre in Cambridge

Made up of 34 men and 9 women



- **Global Head Office** Teams across Leeds and London Offices

Made up of 54 men and 84 women



- **UK&I Market** team across Leeds and London Offices

Made up of 7 men and 41 women



# GENDER PAY DEFINITIONS

**Gender Pay Gap** shows the difference in actual earnings (hourly pay) between all men when compared with all women, at ghd. This does not assess equal pay for equal work, which considers the pay and benefits awarded to men and women in the same or similar jobs.

**Hourly pay** calculations are calculated as at 5th April 2022 and include basic pay, car allowance, and any bonus pay (per below) that may have been paid in that payroll period.

**Bonus pay calculations** are cumulative and are calculated for the period from 6th April 2021 to 5<sup>th</sup> April 2022 and elements include annual performance bonus, completion bonus, sales and education incentives, sign on bonus and long service awards.

## **Who is included in the analysis**

All employees on a ghd (Jemella Ltd) contract and paid by ghd on 5th April 2022 who were receiving their full ordinary basic pay. Therefore, employees on furlough or statutory maternity pay were excluded.



# GENDER PAY GAP ANALYSIS

DATA BASED ON 309 EMPLOYEES ELIGIBLE TO BE INCLUDED IN OUR GENDER PAY GAP REPORTING FOR 2023

## MEDIAN PAY GAP

This represents the middle point of population. From lowest to highest paid, if you lined up all fully paid female employees and all of the fully paid male employees, the median pay gap is the difference between the hourly rate of pay for the middle woman, compared to the hourly rate of pay for the middle man.

**31.36%**

## MEAN PAY GAP

If we add together all the hourly rates of fully paid male employees and calculate the average, and do the same for fully paid female employees, the mean pay gap (as percentage) is the difference in pay between the average male and female hourly rate.

**34.95%**

## MEDIAN BONUS PAY GAP

The median bonus pay gap is calculated by ranging the bonus payments from high to low and the one that is in the middle is the median. The difference is calculated between the bonus payment of the middle woman and the middle man.

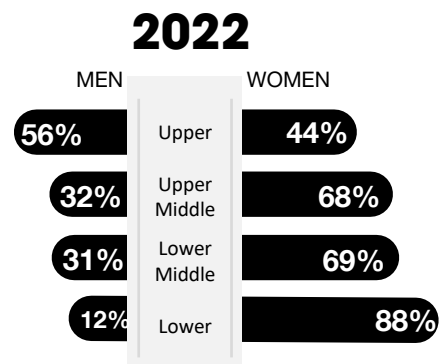
**80.77%**

## MEAN BONUS PAY GAP

The mean bonus pay gap is calculated by adding together the bonus payment made in each gender group and then dividing that by the number of relevant employees in that group.

**63.45%**

## OUR PAY QUARTILES



## PERCENTAGE OF EMPLOYEES RECEIVING A BONUS IN 2022

