



# **GENDER PAY GAP 2024**



# 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 2023 to 5<sup>th</sup> April 2024.

This report includes 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 to improve our gender pay gap.

# GENDER PAY DEFINITIONS

**Gender Pay Gap** shows the difference in 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 2024 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 2023 to 5<sup>th</sup> April 2024 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 2024 who were receiving their full ordinary basic pay. Therefore, employees on statutory pay, such as statutory maternity pay were excluded.



# GENDER PAY GAP ANALYSIS

DATA BASED ON **360 EMPLOYEES** ELIGIBLE TO BE INCLUDED IN OUR GENDER PAY GAP REPORTING FOR 2024

## 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.

**30%**

## 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.

**30%**

## 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.

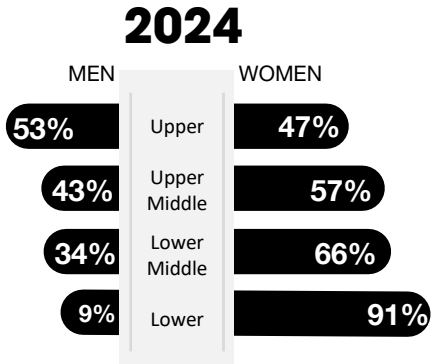
**46%**

## MEAN BONUS PAY GAP

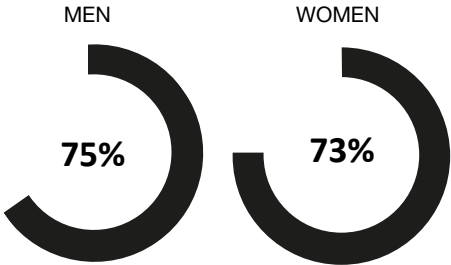
The mean bonus pay gap is calculated by adding together the bonus payment made in each gender group and then dividing that by the number of relevant employees in that group.

**60%**

## OUR PAY QUANTILES



## PERCENTAGE OF EMPLOYEES RECEIVING A BONUS IN 2023



# DECLARATIONS

I can confirm that the information contained in this report is accurate.

I can confirm that I am an appropriate person to sign this report per the government guidelines [Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

A handwritten signature in black ink, appearing to read 'Melisa Hadenham', is written over a faint, light blue grid background.

**Melisa Hadenham**  
Global People Director

