



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 6th April 2022 to 5th April 2023.

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 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 2023 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 2022 to 5th April 2023 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 2023 who were receiving their full ordinary basic pay. Therefore, employees on furlough or statutory maternity pay were excluded.



OUR REPRESENTATION BY GENDER

Our data for this pay period is made up of **331** 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 331 employees **66% female** to **34% are male**.

It's important to consider the mix of roles under analysis, the 331 employees includes 125 UKI – local market employees and 206 global employees. Within the UKI local team there is a **92% female** to **8% male** gender split, with a strong bias to most entry roles being occupied by females in retail channels. Within the Global team there is a **50% female** to **50% male** gender split, despite overall equal representation across males and females and at the senior leadership level, at the senior and middle management level has a bias towards males occupying roles that typically command higher market salaries in STEM fields such as engineering, mechanical, science, mathematics and industrialisation fields.

Below data shows the **female representation** across the 331 reportable employees at each of our sites in the UK.



GENDER PAY GAP ANALYSIS

DATA BASED ON **331 EMPLOYEES** ELIGIBLE TO BE INCLUDED IN OUR GENDER PAY GAP REPORTING FOR 2024

MEDIAN PAY GAP

This represents the middle point of population as at April 2023. 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.

20%

MEAN PAY GAP

If we add together all the hourly rates of fully paid male employees and calculate the average as at April 2023, 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.

26%

MEDIAN BONUS PAY GAP

The median bonus pay gap is calculated for the period April 2022 to April 2023 , 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.

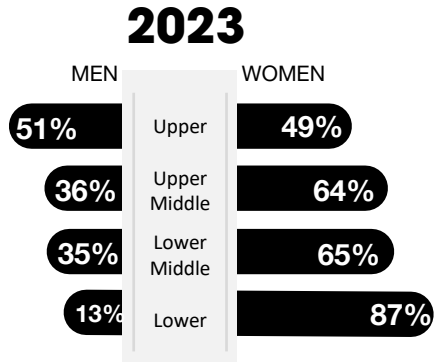
73%

MEAN BONUS PAY GAP

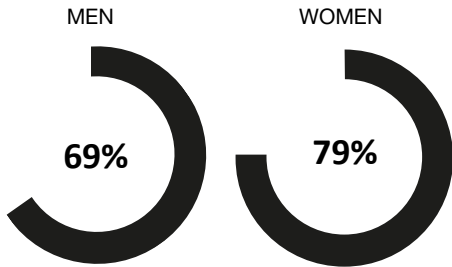
The mean bonus pay gap is calculated for the period April 2022 to April 2023, by adding together the bonus payment made in each gender group and then dividing that by the number of relevant employees in that group.

70%

OUR PAY QUANTILES

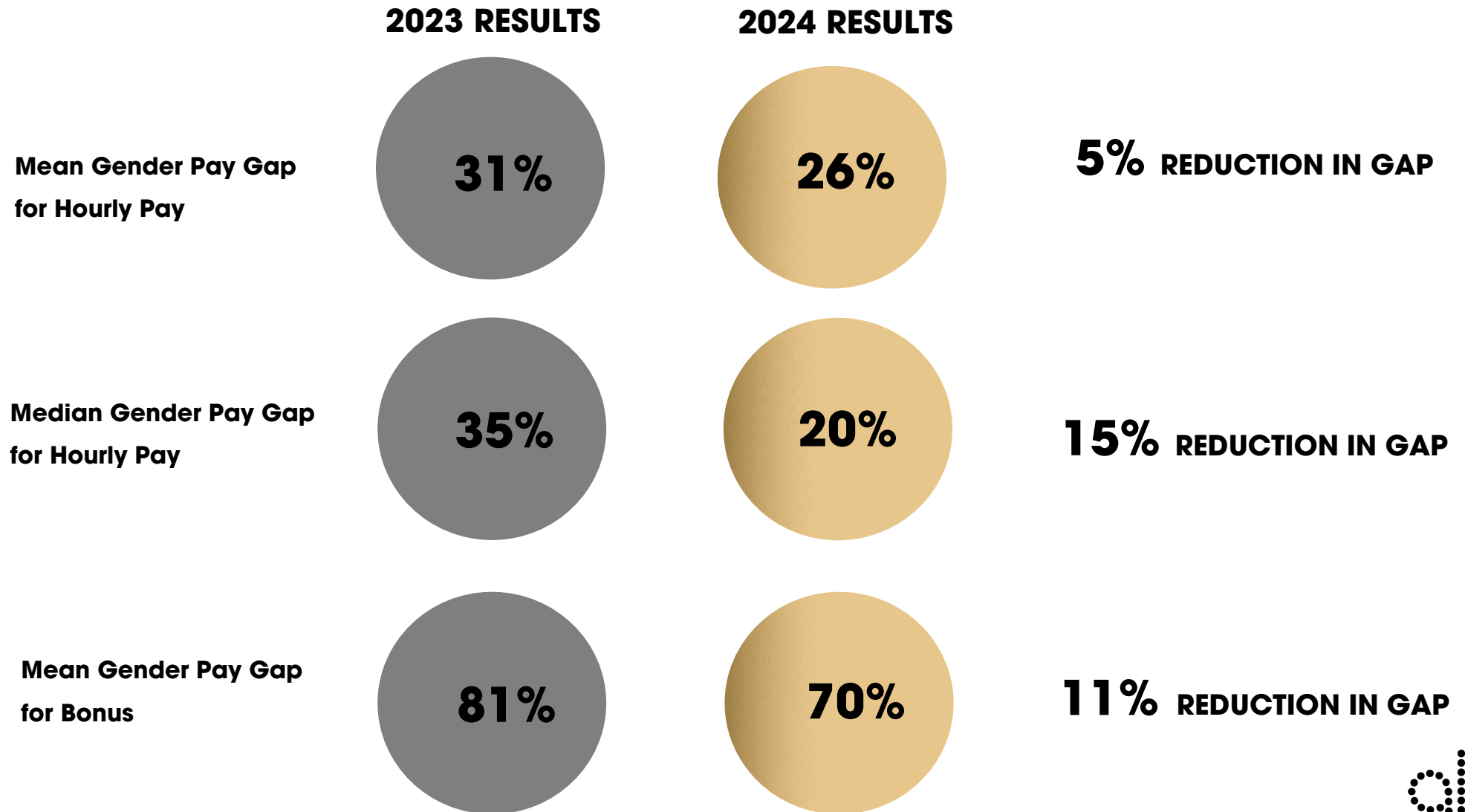


PERCENTAGE OF EMPLOYEES RECEIVING A BONUS IN 2023



OUR RESULTS VS PREVIOUS YEAR

Below we have highlighted our key improvements from our 2023 Gender Pay Gap submission to this year. Improvements in three key areas of our Gender Pay Gap Reporting; Mean Gender Pay Gap for Hourly Pay, Median Gender Pay Gap for Hourly Pay and Mean Gender Pay Gap for Bonus.



OUR ACTIONS TO REDUCE THE GAP

During the 2024 reporting period we are proud to have meaningfully increased representation of females in senior leadership role at ghd:



Liz Griffiths
UKI MD
Start Nov 22



Mary Shiels
Global Communications Director
Promoted Oct 22



Jo Graham
Chief Digital & Information Officer
Start Dec 22

Alongside increasing females' representation, we have also taken action to improve pay outcomes for female employees, during the period we made changes to our Annual Incentive Plan Bonus Rules, whereby any bonus that may be payable under the scheme rules is paid in full to those on maternity leave, subject to the scheme rules on general eligibility. This can be seen in the improvements in mean bonus gap.

Additionally, from 1 July 2023 we have implemented a 3-year progressive plan to improve maternity pay to achieved 6 months fully paid by 1 July 2026. We have also implemented a Workplace Nurse scheme, which will assist to help working parents with childcare costs and support return to work for female colleagues.

We will continue to review our representation, pay equity and benefits to improve upon our overall gender pay gap in 2024 and beyond.

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 \(www.gov.uk\)](#)

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

Melisa Hadenham
Global People Director

