

# GENDER PAY GAP

## REPORT 2021/2022

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We are recognising the Government's commitment to tackling gender inequality as a business of over 250 employees, and so we are publishing our gender pay gap results as at April 2020 - March 2021.

The gender pay gap shows the difference in our average hourly wage of our male and female employees across Sally Salon Services Limited in England, Northern Ireland, Scotland and Wales.

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## OUR FINDINGS

Making certain that we offer a fair, diverse and inclusive working environment is fundamental for our business. Working within the retail and beauty sector, over 80% of our colleagues are female, most of them working in store, and so we are a very female-orientated business, making gender equality extremely important to us.

Due to the COVID-19 pandemic, there was a 6 month delay to reporting instructed by the Government to recognise the difficulties businesses faced during the pandemic. This year's format for reporting has also changed. In some calculations, those on furlough would be included and for other calculations, they are excluded. Therefore, it is hard to make a fair and accurate comparison to the figures published pre COVID-19.

## GENDER PAY GAP

The mean average of pay men to women was

**24.2%**  
HIGHER

The median average was

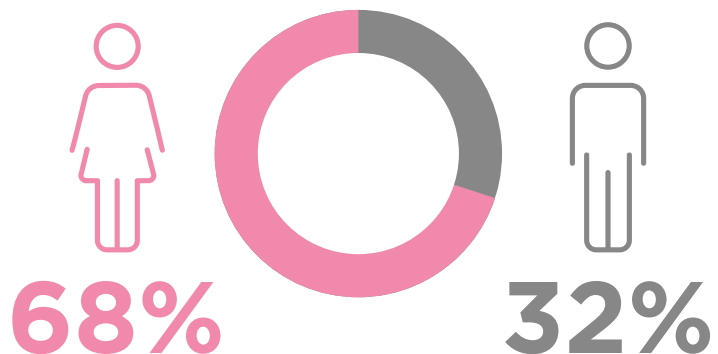
**3.9%**  
HIGHER

## PAY QUARTILES

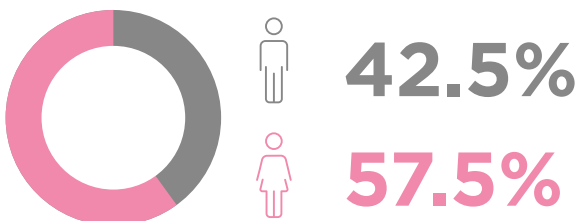
Total number of employees

**291**

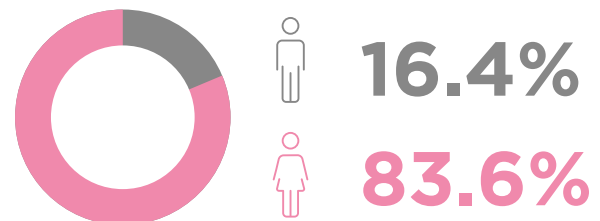
(the calculation for average pay, median pay and quartiles excludes all colleagues placed on a period of furlough under the Coronavirus Job Retention Scheme between April 2020- March 2021)



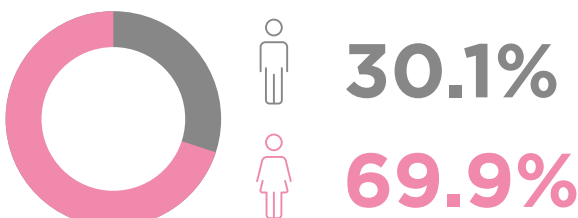
TOP QUARTILE



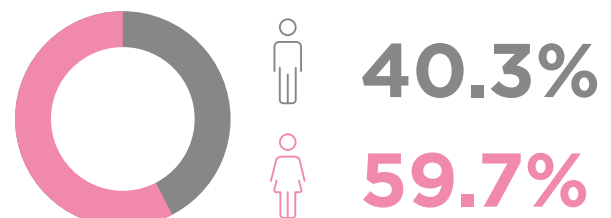
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



LOWER QUARTILE



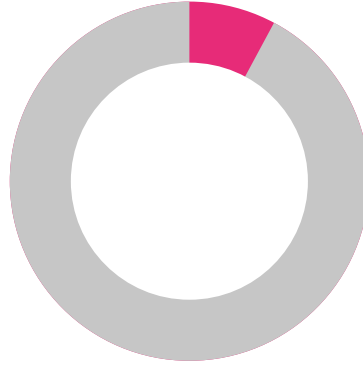
# GENDER BONUS GAP

Looking at the bonus pay within the business, we have found:



Out of all men

**11%**  
RECEIVED  
A BONUS

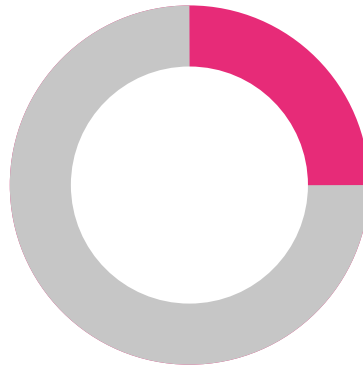


✓ **11%**  
x 89%



Out of all women

**24.2%**  
RECEIVED  
A BONUS



✓ **24.2%**  
x 75.8%

The mean average of bonus pay men to women was

**84.5%**  
HIGHER

The median average was

**63%**  
HIGHER

At Sally, we will always make every effort to improve our gender pay gap and we have taken positive actions that we feel will reflect in our employees' futures, drive equality and increase wellbeing. We are constantly looking for ways to attract and nurture the widest possible talent pool and increase awareness of our flexible working initiatives for all colleagues.

We will take every opportunity to drive equality and we aim to narrow our gender pay gap wherever we can.

I confirm that the information contained within this report is accurate.

Olivier Badezet, Managing Director Business Operating Office,  
Sally Salon Services Ltd.