



GENDER PAY GAP REPORT 2018

We are recognising the Government's commitment to tackling gender inequality as a business of over 250 employees, and so we're publishing our gender pay gap results as at April 2018.

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.

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 85% 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.

Since publishing last year's gender pay gap figures, we've seen some notable improvements made in both our mean & median results; during 2018, the mean gender pay gap figure has fallen by over 4% and the median gender pay gap by over 3% in comparison to the 2017 prior year.

GENDER PAY GAP

The mean average of pay men to women was

33.7%
HIGHER

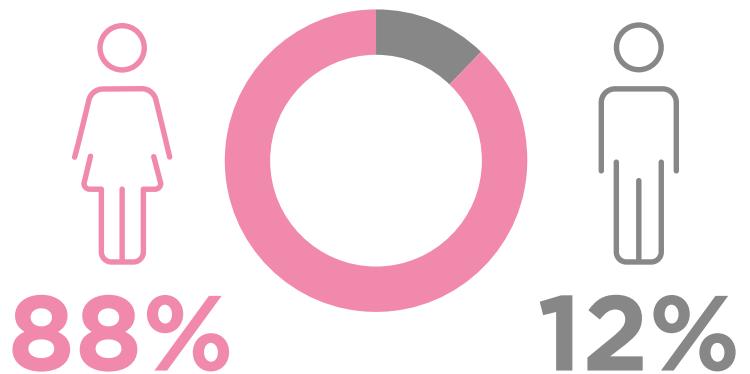
The median average was

13.4%
HIGHER

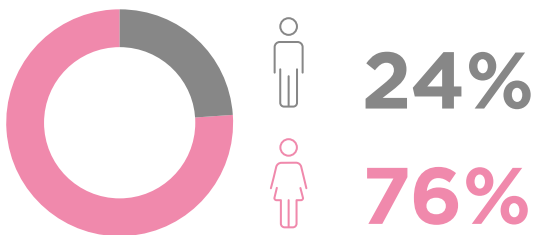
PAY QUARTILES

Total number of employees

1,517



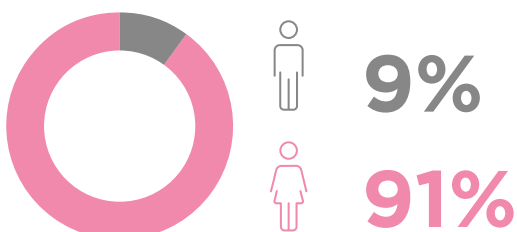
TOP QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



LOWER QUARTILE



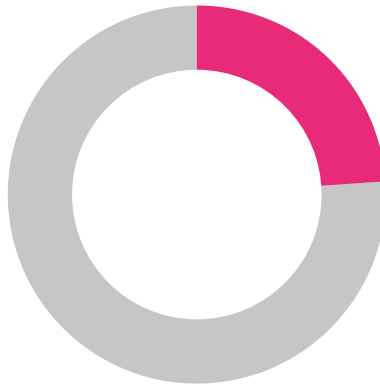
GENDER BONUS GAP

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



Out of all men

22%
RECEIVED
A BONUS

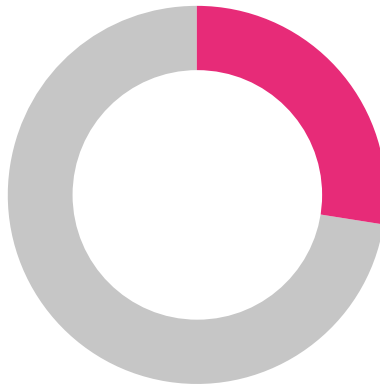


✓ **22%**
x **78%**



Out of all women

32%
RECEIVED
A BONUS



✓ **32%**
x **68%**

The mean average of bonus pay men to women was

65%
HIGHER

The median average was

89.4%
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.