

Gender Pay Gap Reporting 2022-23

Benefit Cosmetics Ltd

In accordance with Government legislation, all employers with over 250 employees are required by law to publish Gender Pay Gap figures. The Government has done this because figures show on average, women are paid 7.7% less than men in the UK (ONS 2023). This has been attributed to a multitude of factors, however by employers publishing their figures, the Government intends there to be greater

transparency which in turn can increase the likelihood of change, which Benefit Cosmetics supports. To ensure our Customers and interested Parties however can fully understand and see the full picture behind these figures, we have prepared some short background information below.

About us

At Benefit we have over 880 people representing our brand in the UK, and we are proud that 96% of them are women. The data that our figures are based on are for those solely on our contract and payroll, which reduces the number of employees to 431.

Female empowerment is a strong belief vital to our brand DNA;

FEMALE GENERAL MANAGER

39% OF WOMEN IN MANAGEMENT POSITIONS;

90% PROMOTIONS GOING TO WOMEN;

Bold is Beautiful; we continue to work with the Charities *Refuge* and *Look Good Feel Better* each year through our global philanthropy project to further support women.

ELLESVMH; as part of the LVMH Luxury Goods Group, EllesVMH is a Group wide program supporting the professional development of women in all positions and at every level of the organization through initiatives such as coaching and mentoring.

Our Mission Statement is “Building a beauty Community for all, dedicated to doing good and feeling good”.

The breakdown of men vs women within the organisation is 94.9% female, 4.9% male and 0.2% PNTS with the following breakdown of full and part time hours.

GENDER	FULL TIME	PART TIME	GRAND TOTAL
Female	58.1%	36.8%	94.9%
Male	4.6%	0.2%	4.9%
PNTS	0.0%	0.2%	0.2%

What is a Gender Pay Gap?

A Gender Pay Gap is a way to measure the pay differences between men and women. It looks at a full employee workforce rather than individual roles and employees. It is therefore important to note that this is not the same as unequal pay for a woman doing the same role as a man.

Our figures

This report covers the snapshot date of 5th April 2023. All figures are based on a headcount of 431 employees.

Mean gender pay gap; -0.42%

This figure shows that on average across our workforce, the hourly rate for women was 0.42% more than it was for men.

It is important to remember that the number of men in the business is overall much lower, meaning even a small difference in pay would create a bigger difference to the mean percentage. For example, in 2022-2023 we had two male apprentices for the first time resulting in a much lower average hourly pay.

Median gender pay gap; 14.5%

With a median figure, we essentially put all our employees in a line by gender in order of their hourly rate and find the person right in the middle. This figure therefore places less emphasis on the highest and the lowest hourly rates.

At Benefit, our aim is to attract the highest level of female talent. We have many women working in retail stores and a relatively small number of men and whilst we understand that the flexibility of retail is attractive to many women, it does heavily influence the demography of the workforce.

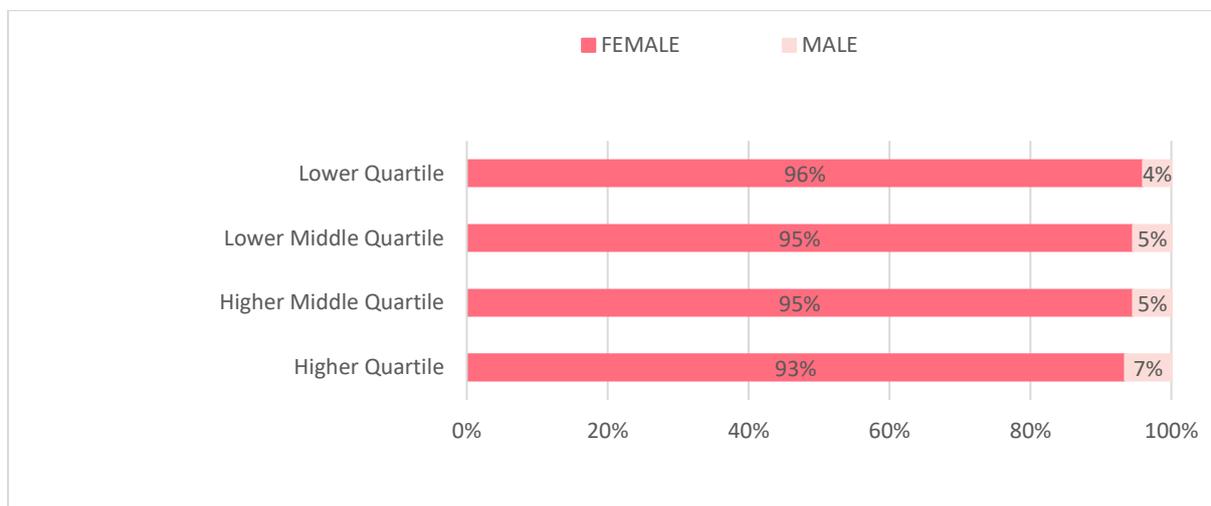
Our current workforce in store is 96.4% female and 3.6% male but when compared to our full company breakdown by gender and location, 65.4% of women and 47.6% of men are store based employees. This means that only 34.6% of women are head office based compared to 52.4% of men, with most head office roles offering a higher salary than those in retail which can distort the median gender pay percentage.

GENDER	HEAD OFFICE	STORE	GRAND TOTAL
Female	142	268	410
Male	11	9	20
PNTS	0	1	1

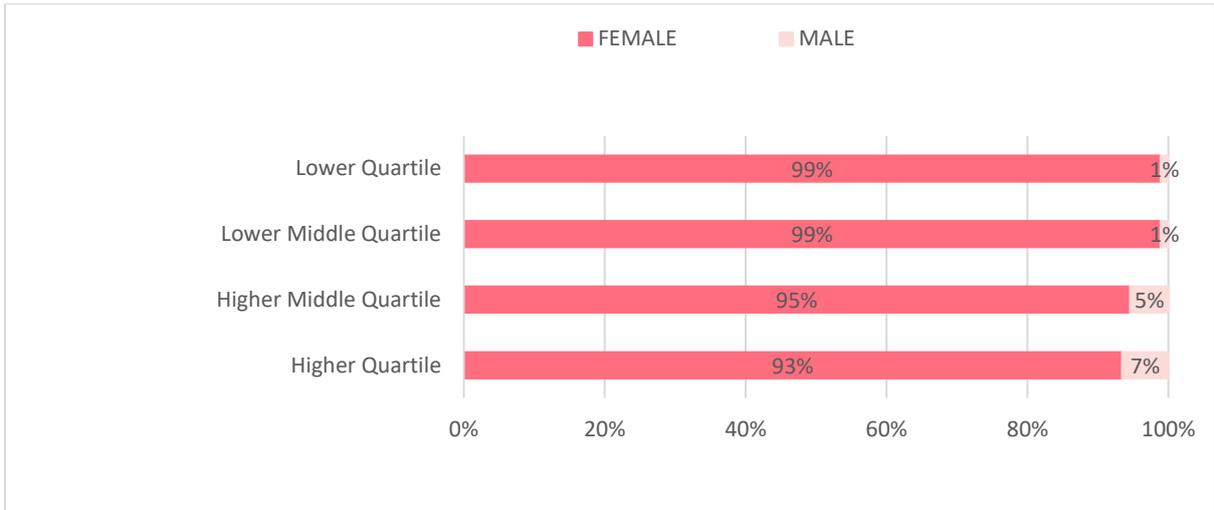
Although, this figure has greatly improved vs last year where the median gender pay gap was 30.2%.

If we were to line up all our employees by order of their hourly rate, then break the line down into four equal sections, it would look like this;

2023



2022



Whilst there has been little to no change to the lower middle, upper middle and higher quartile positions, there is a slightly larger percentage of men in the lower quartile job roles since it was last reported. This shows the increase of appeal from men for these roles while women continue to be given more opportunity for roles in the higher quartile, this trend is expected to continue.

Bonus'

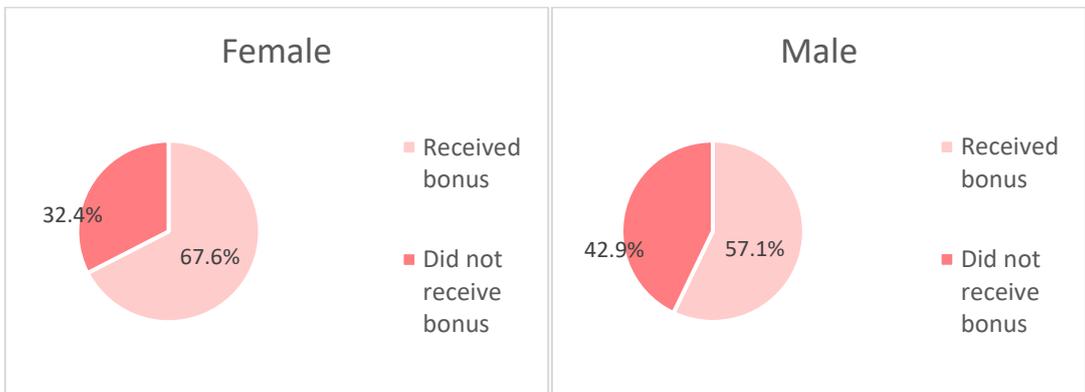
Mean bonus gender pay gap for men; 32.4%

The mean bonus paid to women was £2592.55 vs £3832.62 for men, this is reflective of 52.4% of men being based in head office vs 34.6% of women. Office-based salaries are generally higher in the main than retail-based salaries, and head office employees also receive an annual bonus of up to 10% of their annual salary which will have impacted these figures. It is also important to remember the retail-based workforce is split by 96.4% female and 3.6% male.

We offer competitive pay rates for each role based on experience and not gender.

Median bonus gender pay gap; 54.9%

We have looked at the total bonus payments given to staff over a 12-month period, with each employee given the same weighting. 67.6% of women had a full 12 months' worth of bonus payments, compared to 57.1% of men.



Next Steps

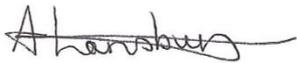
Benefit remains committed to furthering the opportunity and encouragement to allow women to pursue whichever career path they wish. There will therefore not be an overnight change, however we plan to continue to help move forward by following the below steps.

Family friendly policies - Flexible working hours is something we offer to our Head Office employees, and we are increasing the number of part time roles available at a senior level. We also offer a flexible benefits package so that those employees who are family focused can choose benefits that can support them.

Talent pipeline - We currently run a 'Passport to Success' development scheme to enable employees to progress from one level in the business to the next across our store and sales management roles. This has had some great successes, with 41 promotions in the year up to the snapshot date of 5th April 2023 with 90.2% going to women. We also offer apprenticeships, graduate, and international mobility schemes to further develop progression particularly for head office staff.

Reward & recognition - We have a stringent annual salary review that ensures all employees' salaries are in line with their role and awarded fairly. We also offer an inclusive benefit package to eligible employees, giving them flexibility to select the benefits that most suit the individual.

I confirm the information above is correct and compiled in accordance with regulation.

A handwritten signature in black ink, appearing to read 'A Lansbury', with a long horizontal flourish extending to the right.

Andrea Lansbury

HR Directory

Benefit Cosmetics Ltd.