

# UK GENDER PAY GAP 2023 ANALYSIS

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At Avon, championing women's economic independence is a guiding principle, and we take our responsibility to be a leader in championing the economic freedom of women seriously. We continue to welcome the UK Government's gender pay gap reporting legislation, seeing it as an essential instrument in our ongoing efforts to spotlight and proactively address this pivotal issue.

In 2023, we partnered again with external company, Mercer to fully understand our results.

While there's more work to do to close the gap, we are making progress. Both the mean and median gender pay gaps have decreased since 2022 and are now the lowest since reporting began in 2017.

The gender bonus gap has been more volatile when compared with the gender pay gap, and although the results are similar to 2022, the mean gender bonus gap has decreased 4.3%, while the median does not appear to follow a particular trend since 2017 and this has increased by 2.7% on 2022.

### Gender Pay Gap 2023

Mean	Median
17.4% ↓	8.8% ↓

### Gender Bonus Gap 2023

Mean	Median
33.3% ↓	22.7% ↑

### The proportion of males and females receiving bonus payment.

Males	Females
96% ↑	97.3% ↑

#### Employees

648 relevant employees have been reviewed for the Avon analysis, 627 of which are full-pay relevant employees at the 5<sup>th</sup> April 2023 snapshot date.

We're very proud that: ■ Almost half of the top 20 hourly rates are earned by females ■ Our UK Leadership team has a 50/50 split gender representation ■ Our Chief Scientific Officer, VP People Culture & Organisation and Director of Communications are all female.



At Avon, each employee receives equal pay for the same level of position, and everyone receives the living wage. Nevertheless, the overall structure of our workforce significantly contributes to our pay disparities. A substantial number of our female staff are engaged in field-based direct selling positions, which are typically situated in the lower to mid-range of our pay scale. This demographic trend tends to lower the average and median hourly wages for women in our reports.

These positions, however, are integral to our business. Acknowledging that there is still progress to be made, both within our organisation and in society as a whole, we reaffirm our pledge to persist as a vocal advocate for women's rights and continue championing equality in every form.

## **FEMALE ECONOMIC EMPOWERMENT IS AT OUR HEART AND WILL ALWAYS BE WHAT DRIVES US. WE ARE COMMITTED TO CONTINUALLY IMPROVING OUR GENDER PAY GAP, HERE'S HOW...**

### **Pay Equity and Gender Gap Analysis**

We conduct thorough pay equity reviews to resolve any unexplained disparities and closely examine bonus and incentive payments to understand and address any gender-related gaps.

### **Balanced Leadership and Representation**

Our aim is a balanced representation with a 50/50 split of women and men in all leadership positions, respecting and acknowledging all gender identities, while ensuring women are well-represented in every function of our company.

### **Leadership Mobility and Development**

We provide equal opportunities for female leaders to pursue mobility options, foster their growth within the company, attract female talent from outside, and offer continuous learning to all associates for meaningful career advancement.

### **Transparency and Bias Monitoring**

We are committed to being transparent about our pay philosophy and decisions, and we continually monitor our workplace for biases, striving to create an environment where psychological safety is a priority.

### **Inclusive Culture and Diversity**

We uphold our purpose by maintaining the presence of women in customer-facing roles and co-create a respectful and inclusive culture, where individual differences are valued, allowing everyone to fully express themselves and achieve their best performance





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