

UK HAIRDRESSERS

REGIS *supercuts.*

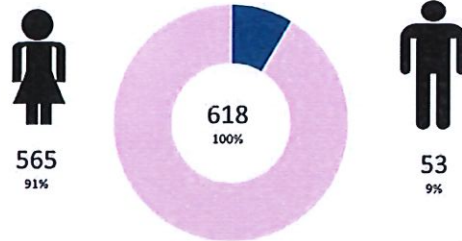
Gender Pay Gap 2024

Under the Gender Pay Gap Regulations all UK companies with more than 250 employees are obliged to share details of their gender balance and pay differences.

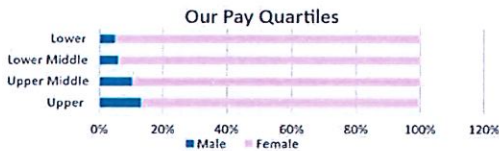
UK Hairdressers 2019 Ltd owns and operates hair salons throughout the United Kingdom with a predominantly female workforce. Ensuring that we offer a fair, diverse and inclusive working environment is fundamental for our business.

The data within this report is based on the 2022/2023 tax year and includes all salon, field and head office team members employed by UK Hairdressers as of 4th April 2023.

Representation by Gender



Gender Pay Gap Analysis



Percentage of employees receiving a bonus



Median Pay Gap*	Mean Pay Gap*	Median Bonus Pay Gap*	Mean Bonus Pay Gap*
4.6%	12.4%	-16%	6%
Median is the middle point of a range of numbers. Therefore, when ranked from lowest to highest paid 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	Mean is the average; the mean pay gap percentage is the difference between the average male and female hourly rate.	Median is the middle point of a range of numbers. Therefore, when ranked from the lowest to highest paid bonus the median bonus pay gap is the difference between the bonus paid to the middle woman compared to the bonus paid to the middle man	Mean is the average; the mean bonus pay gap percentage is the difference between the average bonus amount paid to male vs female employees.

*Please note, a positive percentage shows in favour of male employees, a negative in favour of female employees

Our pay structure is completely gender neutral. Our goal is to create a profitable workplace for our employees and a part of that is striving to implement a fair and equitable compensation policy. Moving forward we will continue our mission to attract and retain the best employees possible regardless of gender.

I hereby certify that all information contained in this report is accurate and in full compliance of appropriate regulations at the time of collating the information (March 2024)

C. Whelan

Carla Whelan, CEO