

# L'OCCITANE

EN PROVENCE

2017 Gender Pay Gap Report

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## GENDER PAY GAP REPORT 2017

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### SUMMARY OF RESULTS

As a total business, in the UK we employ 557 Associates with a split of 90% female to 10% male. 57% of Associates are employed on a part-time basis and we are very proud of the flexibility we are able to offer to Associates through part time working.



These numbers cover Associates across different areas of the business including:

#### Retail:

78% of our workforce is made up of Retail Associates that are employed within our Boutiques of which 72% are employed on a part-time basis. 93% of all Retail Associates are female and 97% of all part-time Retail Associates are female.

#### Corporate:

Corporate Associates (inclusive of our Warehouse) make up 22% of the workforce of which 4% are employed on a part-time basis. 76% of all Corporate Associates are female.

### Gender Pay Gap

#### Overall:

Mean Pay Gap: 39.30%

Median Pay Gap: 29%

#### Retail:

Mean Pay Gap: 4.04%

Median Pay Gap: 17.10%

### Context Behind The Gender Pay Gap

Whilst at first glance our overall published figures may suggest that the average male is paid a higher hourly rate than the average female, these findings are largely driven by the gender bias that exists across certain parts of the retail industry where, as a beauty retailer, we predominantly attract female applicants for our Retail roles. However, as we can see from the Retail Mean and Median Pay Gap where the roles are more comparable, the gap is significantly reduced.

According to the '30% Club' – a UK campaign which was launched in 2010 with a goal of achieving a minimum of 30% women on FTSE-100 boards, the number of women on Company boards currently stands at 27.9% (up from 12.5%.)




**At L'Occitane**  
we are proud that as at  
5<sup>th</sup> April 2017 **37.5%** of  
our UK Directors are  
female.

## Gender Bonus Gap

55.6% of female Associates received a bonus and 75.4% of male Associates received a bonus.

### Overall:

Mean Bonus Gap:  63.30%

Median Bonus Gap:  59.20%

### Retail:

Mean Bonus Gap:  18.60%

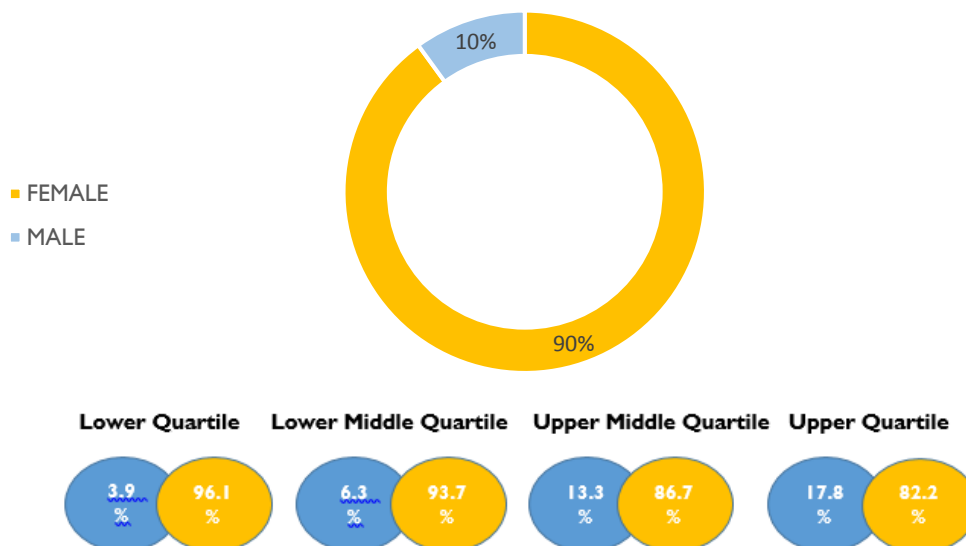
Median Bonus Gap:  27%

Our overall gender bonus pay gap is largely driven by the number of female Retail Associates who are working part time (74%), as the bonus percentage is based on their part-time earnings for the financial year. Furthermore, our Boutiques have the highest turnover rates within the business, also resulting in lower bonus payments. However, as already referenced, in Retail where roles are more comparable the Mean and Median Gaps are again reduced.

## Pay Quartiles

The below illustration shows the percentage of male and female employees across 4 pay band quartiles.

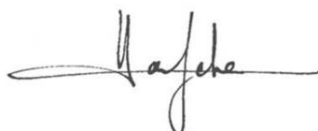
TOTAL NUMBER OF ASSOCIATES: 557



As the quartiles above show we employ a higher proportion of women at all levels across the Company.

As always, we will continue to focus on creating an environment where all Associates feel they have the same opportunities and that they can develop to the best of their potential.

This statement confirms that our data has been calculated according to the requirements of the Equality Act 2010; that the published information is accurate at the time of publishing.



Alain Harfouche, General Manager, UK & Ireland