# 2022 GENDER PAY GAP REPORT

# GENDER PAY GAP REPORT 2022

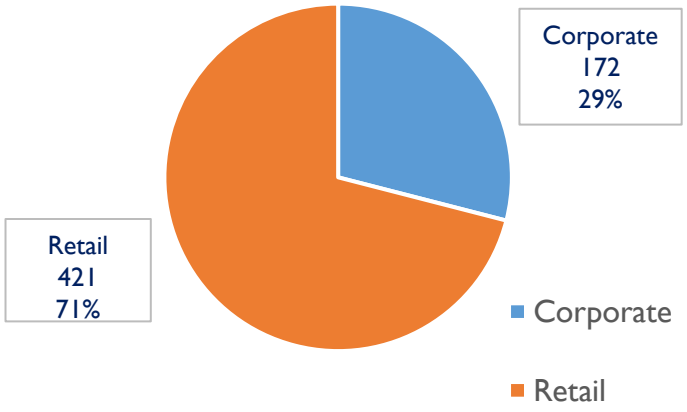
## OUR BUSINESS

At L'Occitane, we love the fact that we employ a diverse workforce and we also pride ourselves on being an equal opportunities employer.

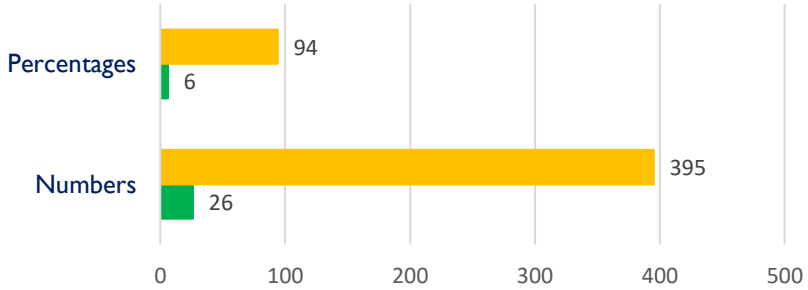
However, as a luxury beauty retailer we mainly attract female applicants for the majority our roles, especially for those based within our Boutiques.

The illustrations below provide a quick overview of our business (as per the 'snapshot' of our business on 1st April 2022 as required) and these numbers alone start to reveal the impact that the structure, industry and nature of our business will have on our Gender Pay Gap results.

### L'Occitane Population 1st April 2022

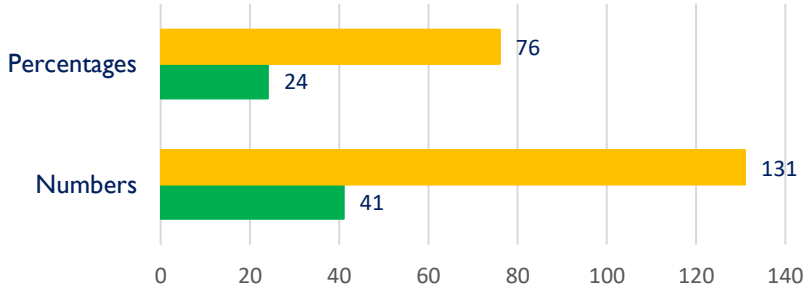



### Retail Associates




| | Numbers | Percentages |
|---|---|---|
| Female | 395 | 94 |
| Male | 26 | 6 |

### Corporate Associates




| | Numbers | Percentages |
|---|---|---|
| Female | 131 | 76 |
| Male | 41 | 24 |

## MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY (SNAPSHOT, APRIL 1ST 2022)

| | |
|---|---|
| Mean gender pay gap using hourly pay | 21.4% |
| Median gender pay gap using hourly pay | 14.4% |

## MEAN AND MEDIAN GENDER PAY GAP USING BONUS PAY (SNAPSHOT OF APRIL 1ST 2022)

| | |
|---|---|
| Mean gender pay gap using bonus pay | - 8.6% |
| Median gender pay gap using bonus pay | - 41.7% |

## PERCENTAGE OF MALE AND FEMALE IN EACH HOURLY PAY QUARTILE

| | Male | Female |
|---|---|---|
| Upper hourly pay quarter | 21% | 79% |
| Upper middle hourly pay quarter | 19% | 81% |
| Lower middle hourly pay quarter | 4% | 96% |
| Lower hourly pay quarter | 8% | 92% |