

L'OCCITANE  
EN PROVENCE

CULTIVATORS of CHANGE

## 2021 Gender Pay Gap Report

Best  
Workplaces™  
For Women  
Large Organisations

Great  
Place  
To  
Work.

UK  
2020

Great  
Place  
To  
Work.

Excellence  
in Wellbeing

UK March 2020 – March 2021

# GENDER PAY GAP REPORT 2021

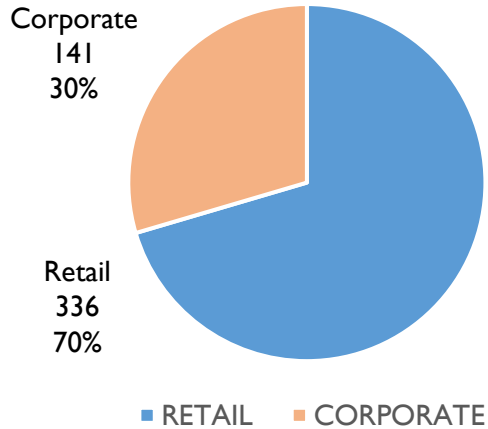
## OUR BUSINESS

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

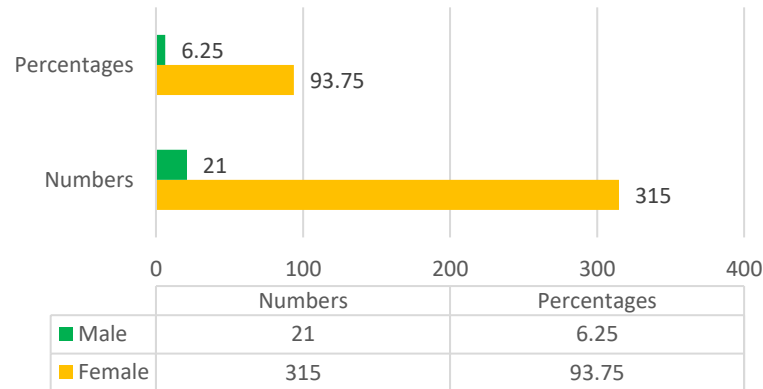
However, as a luxury beauty retailer we mainly attract female applicants for the majority our roles, especially for those based within our Boutiques.

The illustrations below provide a quick overview of our business (as per the 'snapshot' of our business on 1<sup>st</sup> April 2021 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.

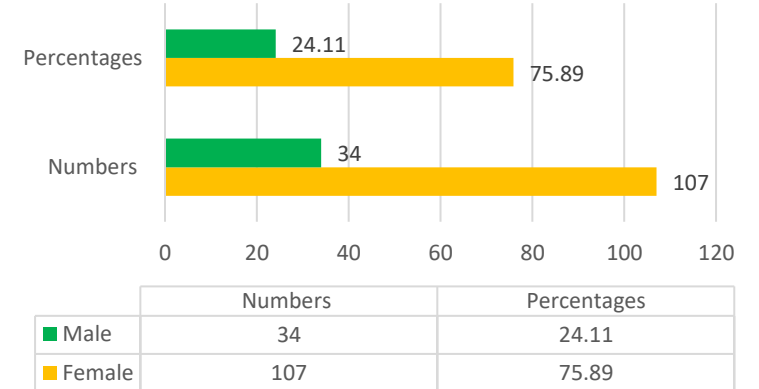
L'Occitane Population 1st April 2021



Retail Associates



Corporate Associates



### **MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY (SNAPSHOT, APRIL 1<sup>ST</sup> 2021)**

Mean gender pay gap using hourly pay	11.4%
Median gender pay gap using hourly pay	7%

### **MEAN AND MEDIAN GENDER PAY GAP USING BONUS PAY (SNAPSHOT OF APRIL 1<sup>ST</sup> 2021)**

Mean gender pay gap using bonus pay	33.5%
Median gender pay gap using bonus pay	32.7%

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

	Male	Female
Upper hourly pay quarter	18.4%	81.6%
Upper middle hourly pay quarter	8.7%	91.3%
Lower middle hourly pay quarter	6.1%	3.9%
Lower hourly pay quarter	12.2%	87.8%