

## Haircare LTD Gender Pay Equity Report

Haircare LTD, being a company that owns and operates hair salons through the United Kingdom, is predominantly female in incumbency. All pay quartiles have predominantly female employees with each quartile showing that pay is well distributed amongst male and female employees within each quartile. The mean and median values in Table 1 do not provide a clear picture of the actual distribution of pay amongst employees, being that only 28 per cent of the entire employee population is male their wages are intrinsically weighted heavier than female employees.

Haircare LTD's goal is to create a profitable workplace for our employees in the salons and a part of that is striving to implement a fair and equitable compensation policy. Moving forward, Haircare LTD will continue our mission to attract and retain the best employees possible, regardless of gender.

**Table 1**

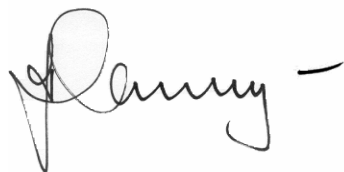
Gender	Mean Hourly Pay	% Difference	Median Hourly Pay	% Difference	Mean Bonus	% Difference	Median Bonus	% Difference	% Receiving Bonus
Female	£17.64	1%	£9.98	41%	£976.13	-43%	£965.58	-42%	4%
Male	£17.86		£16.96		£680.29		£680.29		3%

**Table 2**

Quartile	% Male	% Female
1	2%	98%
2	35%	65%
3	45%	55%
4	29%	71%

**Senior Statement:**

I hereby certify that all above information and data is accurate and in full compliance of appropriate regulations.




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