

L'OCCITANE
EN PROVENCE

CULTIVATORS *of* CHANGE

2024 GENDER PAY GAP REPORT



GENDER PAY GAP REPORT 2024

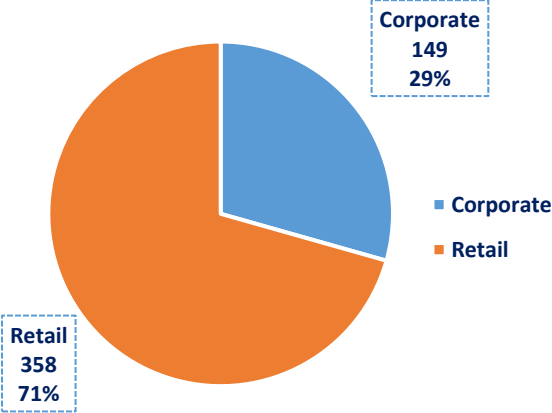
OUR BUSINESS

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

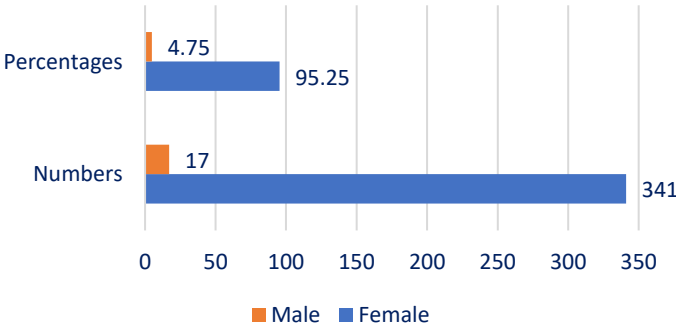
However, as a luxury beauty retailer we mainly attract female applicants for the majority of our roles, especially for those based within our Boutiques.

The illustrations below provide a quick overview of our business (a 'snapshot' of our business on 5th April 2024) and these numbers alone start to reveal the impact that the structure, industry and nature of our business have on our Gender Pay Gap results.

L'Occitane UK Population April 2024

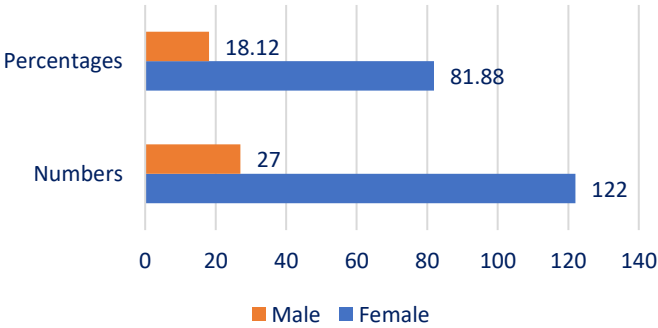


Retail Associates



	Numbers	Percentages
Female	341	95.25
Male	17	4.75

Corporate Associates



	Numbers	Percentages
Female	122	81.88
Male	27	18.12

MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY 2024

Mean gender pay gap using hourly pay	24%
Median gender pay gap using hourly pay	19%

MEAN AND MEDIAN GENDER PAY GAP USING BONUS PAY 2024

Proportion of employees Receiving Bonus	Male: 86% Female: 89%
Mean gender pay gap using bonus pay	58%
Median gender pay gap using bonus pay	62%

PERCENTAGE OF MALE AND FEMALE IN EACH HOURLY PAY QUARTILE

	Male	Female
Upper hourly pay quarter	16%	84%
Upper middle hourly pay quarter	9%	91%
Lower middle hourly pay quarter	9%	91%
Lower hourly pay quarter	3%	97%

GENDER PAY GAP REPORT 2024 - NEXT STEPS

Our pay gap for both hourly pay and bonus has widened since 2023. Whilst some level of fluctuation is inevitable and natural given the dynamic nature of a retail workforce, we have identified several areas that may impact our pay gap and which we will be investigating in more depth, including:

- Gender distribution by job grade
- Gender distribution by length of service
- Gender distribution by contracted weekly working hours

These investigations will help us to determine whether there are any areas in which we can change our policies or practices to address and improve our Gender Pay Gap for the future.