

Gender Pay Report

This report follows the latest methodology set by the UK Government and covers the period April 2017-2018, comparing the differences between male and female pay. This report provides a snapshot of the difference in hourly pay and should be considered separately to "equal pay" which considers fair pay.

INTRODUCTION



THG is a global digital technology business focused on beauty and wellbeing retail, with head offices in the Northwest.

As a technology business, 11% of our workforce is formed by highly skilled technology specialists working to drive our global, proprietary platform. The technology sector is largely male-dominated and so amplified by strong competition for talent as such technology roles tend to attract higher than average salaries & bonuses. Our Technology Division comprises 81% men and 19% women, whilst our wider business comprises 51% men and 49% women.

This sets the context for our gender pay gap reporting in the below table;

	<i>THG Median</i>	<i>THG Median (excluding Tech)</i>
<i>Pay</i>	4%	-4%
<i>Bonus</i>	19%	-2%

THG's median pay gap of 4% compares favourably to the national average for the private sector of 8.5%, and excluding our technology skew our gender gap flips in favour of females.

THG proactively rewards those who are committed to pushing forward in their roles, as such, it's natural that those who have served with THG through our years of sustained growth receive higher pay. In the table below, we show the ratio of men to women by quartile, which collaborates against service.

	<i>Upper quartile</i>	<i>Upper middle quartile</i>	<i>Lower middle quartile</i>	<i>Lower quartile</i>
<i>Men</i>	68%	50%	60%	52%
<i>Women</i>	32%	50%	40%	48%
<i>LOS Average</i>	2.2 years	1.8 years	1.7 years	1.5 years



THG awards bonuses quarterly, based on tangible performance measures. The chart below shows that in the year up to 5 April 2018 a greater proportion of women were awarded bonuses than men.

	<i>Recieved a Bonus</i>	<i>Did not Receive a Bonus</i>
<i>Male</i>	46%	54%
<i>Female</i>	52%	48%

THG offers employees the opportunity to develop rapidly regardless of their gender, background or education. Our transparent meritocracy considers everyone from the most senior to the most junior on what they deliver, every day. We recognise how our Technology division impact our results, however we continue to proactively drive female recruitment into technology via our recruitment practises. THG continues to grow and invest into our people, and we remain committed to positively recruiting people irrespective of gender.

We confirm that our data has been calculated in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations.