

MONICA VINADER

GENDER PAY REPORT 2023

The following data relates to our UK employee population, which on our provisional snapshot date (1st October 2022) totalled 259 relevant employees, of which 250 were full pay relevant employees, as per the categorisation given by the UK government guidance.

GENDER PAY GAP

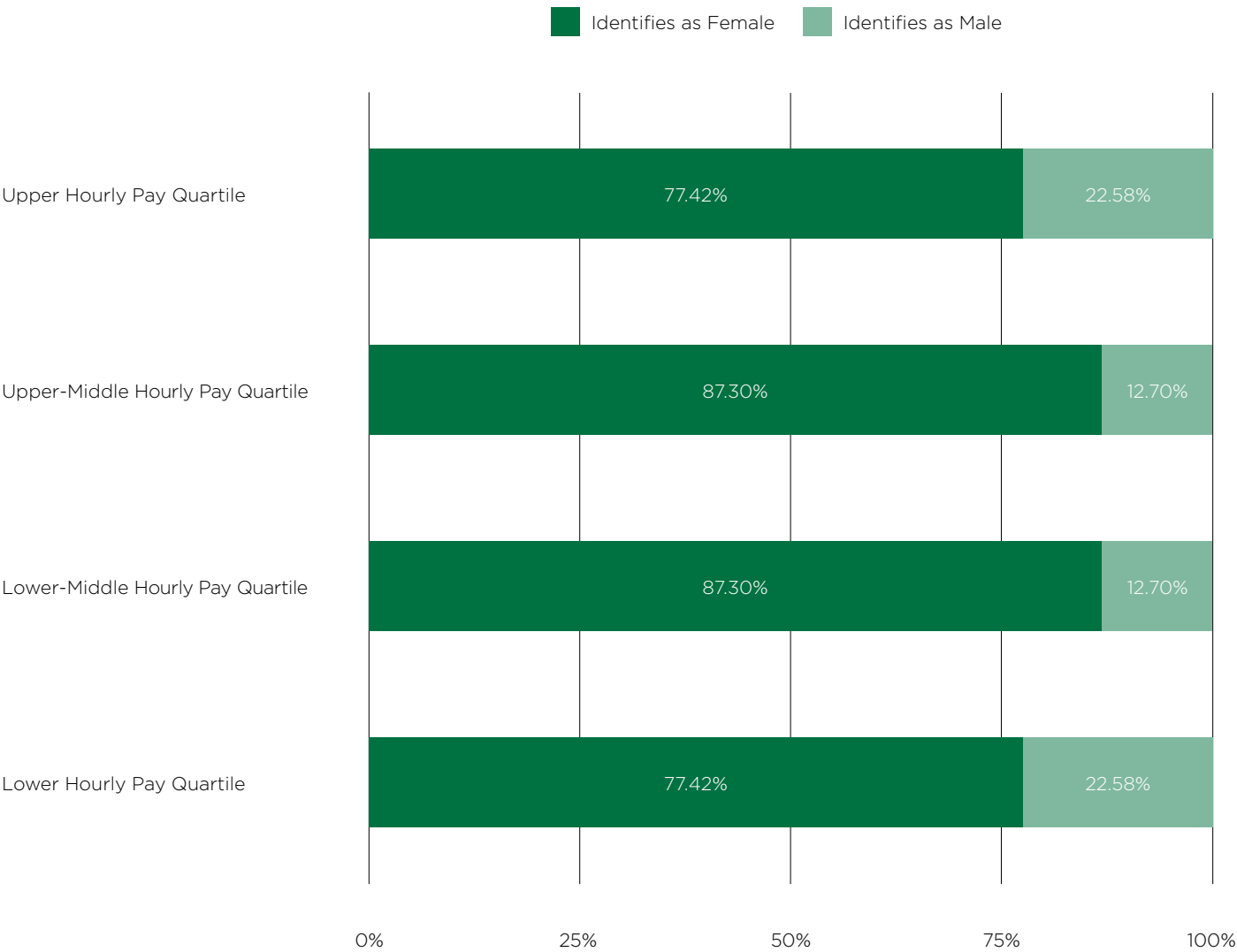
Our 2023 Report

Male employees account for 17.6% of our UK employee population and largely hold Head Office roles, which naturally has an influence on our gender pay gap.

We are also very clear on the difference between equal pay and the gender pay gap. We have salary bandings in place to ensure that we are compliant with the legislation that sets

out that men and women in comparable roles must be paid equally for contributing the same work. This aligns with our company values and we regularly conduct internal and external benchmarking to ensure we are providing fair pay. The gender pay gap is purely a measure of the difference in hourly pay between men and women in our employment regardless of the role they carry out within the business.

REPRESENTATION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE



Our mean gender pay gap data is indicative of the large proportion of roles in our business that are held by female employees, which is particularly seen in our Retail population where 91.92% of our staff are female. Male employees are mainly employed in Head Office (36.36% of our male employees) and Operations (45.45% of our employees) where pay rates are higher, which leads to a higher mean hourly rate.

The median pay gap is reflective of the even spread of male and female employees throughout the pay quartiles. The small gender pay gap in favour of men here is due to our median male employee holding a Retail Management role, and our median female employee holding a Retail Individual Contributor role.

	GENDER PAY GAP % (HOURLY PAY)	GENDER PAY GAP % (BONUS PAY)
MEAN	24.84%	47.46%
MEDIAN	2%	-4.91%

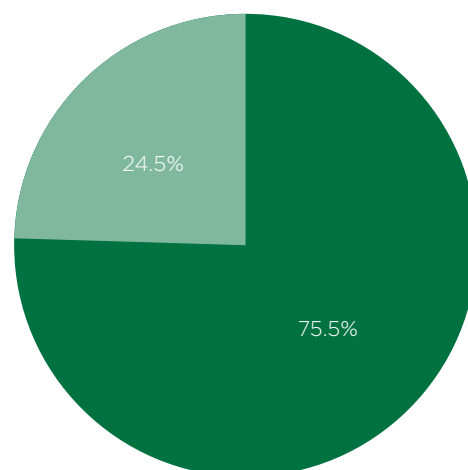
We have consistency between male and female employees who received bonus pay (including commission) in the 12 months preceding our snapshot date.

The mean gender pay gap in bonus pay is reflective of the underrepresentation of men throughout the business. The divisions of our business that have closer to an even gender representation command higher bonus pools due to the nature of the role, and when calculating an average of this there are in total fewer male employees to divide this by. Women are still strongly represented in these areas of the business, at least 50% representation, but the overrepresentation

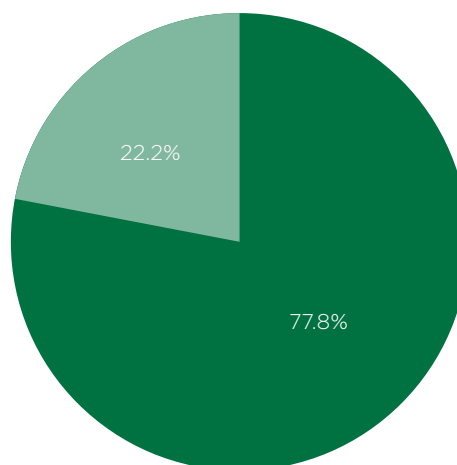
of women throughout our business in comparison to the general population naturally brings this average down.

We are confident that our bonus schemes at each level in the business are fair, achievable and representative of the contribution that the individual makes to the overall success of the business. Access to bonus pay is equal according to role, so men and women carrying out the same role are part of the same scheme with the rules of the scheme applied equally to all.

FEMALE EMPLOYEES RECEIVING BONUS PAY



MALE EMPLOYEES RECEIVING BONUS PAY



Received bonuses Didn't receive bonuses

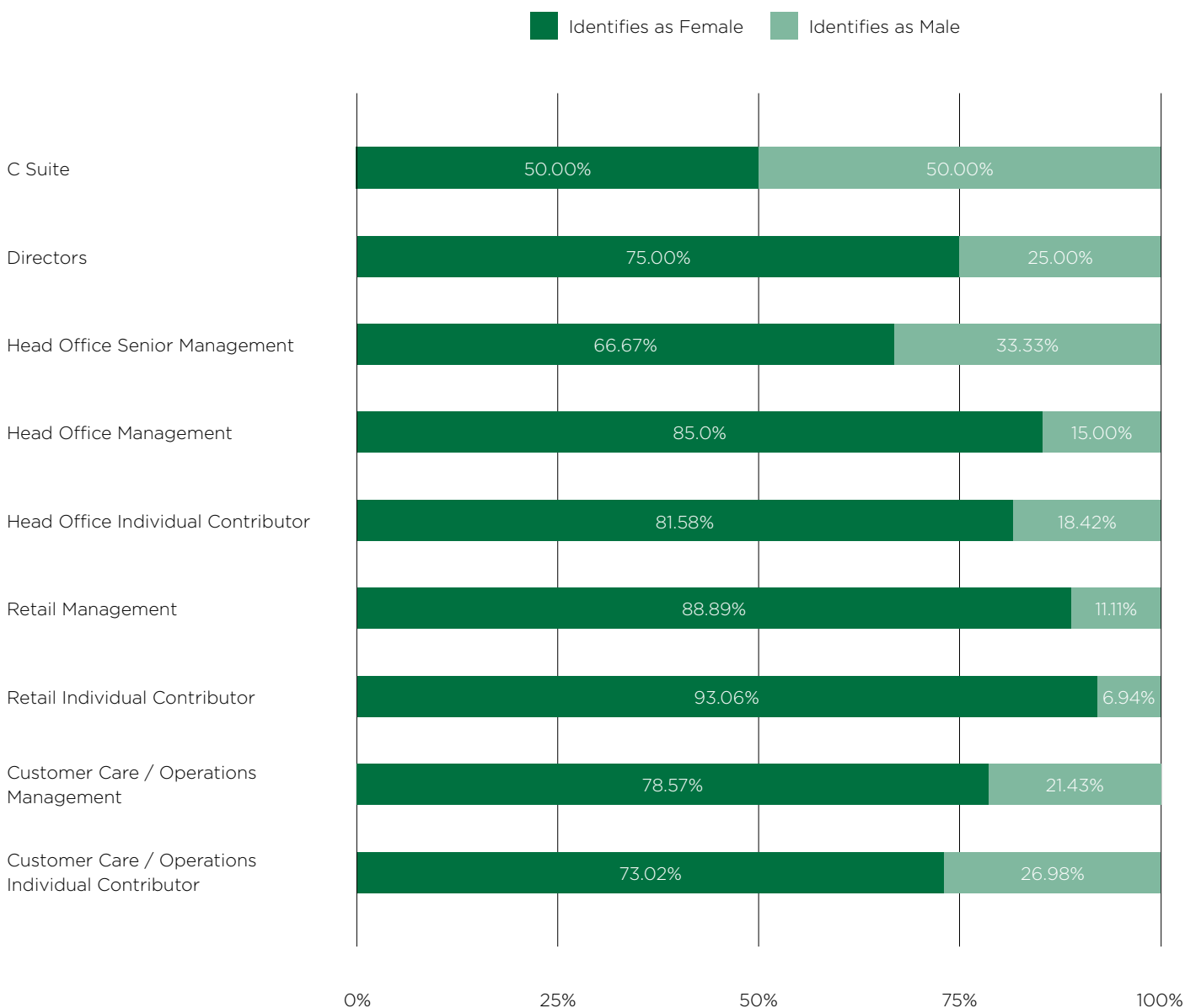
ADDITIONAL SUPPORTING CONTEXT / INFORMATION:

At all levels and in all divisions of the business, we have at least 50% female representation, and at most levels we have a higher proportion of female employees than male.

Having strong female leadership, a female owned and founded business, and the primary market for our products being women leads to an overrepresentation of female interest

in our job roles in comparison to the general population, due to familiarity and affinity with the brand and being able to lend their expertise and personal experience of shopping with our brand or our competitors to help us to achieve our ambitious aims. This is seen especially at a store level, where 93.06% of our Individual Contributors and 88.89% of our Retail Managers are female.

REPRESENTATION BY ROLE



Beyond the data above, we have several initiatives in place to ensure we foster inclusive workplaces at Monica Vinader, including enhanced maternity and parental pay. This operates on a sliding scale with tenure and there is no expectation for our employees to repay any enhanced amount as the aim is to minimise the financial impact of time away from work and prevent them from being disadvantaged in making the choice to grow their family and in particular the impact that this can have on women in the workplace. In addition to this, we have introduced paid leaves to support employees of any gender undergoing fertility treatment or the loss of a pregnancy, as well as those experiencing menopause.

We offer flexible working hours and hybrid working environments for our Head Office teams to allow them to work in a way that best suits their needs. In our Retail, Customer Care

and Operations teams, we have a number of working patterns available as we appreciate that our team may be carrying these roles out around other commitments.

Monica Vinader Limited is a Real Living Wage employer and we are proud to pay at least the Real Living Wage to all staff across the UK.



