



WELLA
COMPANY

UK 2024 GENDER PAY GAP REPORT



Our Wella Company Values: A Strong Foundation for Good Business



Our vision is to enable individuals to look, feel & be their true selves

Our Company vision is to enable individuals to look, feel, and be their true selves: a strong foundation for inclusivity to thrive, while reinforcing that our values are at the heart of who we are, how we operate, and how we support our stakeholders and communities.

With a portfolio of iconic hair, nails, and beauty tech brands for industry professionals and consumers, we engage with a diverse global community of millions of industry professionals, beauty ambassadors, social influencers, customers, and employees. This is our **Wella Family** - a community we are dedicated to serve and proud to support. When the industry thrives, so do we. Together, we are building a sustainable business and empowering our people to delight consumers, inspire professionals, and strengthen communities.

This year (2025) marks the fourth consecutive year of reporting the annual UK Gender Pay Gap. This report covers the period from 6th April 2023 to 5th April 2024 and has been prepared in collaboration with third-party auditor **Willis Towers Watson**, ensuring compliance with reporting requirements and statistical accuracy.



Max Amen
General Manager
UK & Ireland



Lauren Smith
Senior People Director
UK & Ireland

Who is Mandated to Report?

UK law requires all UK employers (legal entity, not group) with 250 or more ‘relevant employees’* to share **six statistics about Hourly Pay and Bonus below:**

PAY STATISTICS

1. The **difference in mean ‘hourly rate of pay’** between male and female ‘full pay relevant employees’
2. The **difference in median ‘hourly rate of pay’** between male and female ‘full pay relevant employees’
3. The **proportion of men and women in each hourly pay quartile**

All as of 5 April 2024

BONUS STATISTICS

4. The **difference in mean 12 month ‘bonus’ pay** between all male and female ‘relevant employees’
5. The **difference in median 12 month ‘bonus’** between all male and female ‘relevant employees’
6. The **proportion of men and women receiving bonuses** (% of total relevant employees as of 5th April 2024)

Deadline for publishing is: 4th April 2025

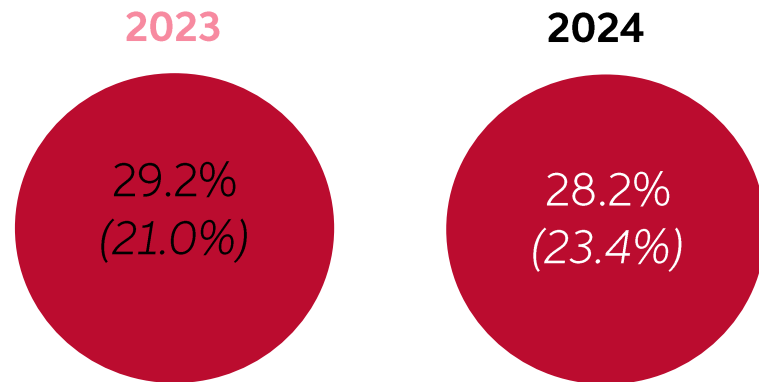
*i.e. typically those who ordinarily work in Great Britain and whose contracts are governed by UK legislation

2024 Wella Company UK Gender Pay Gap Results

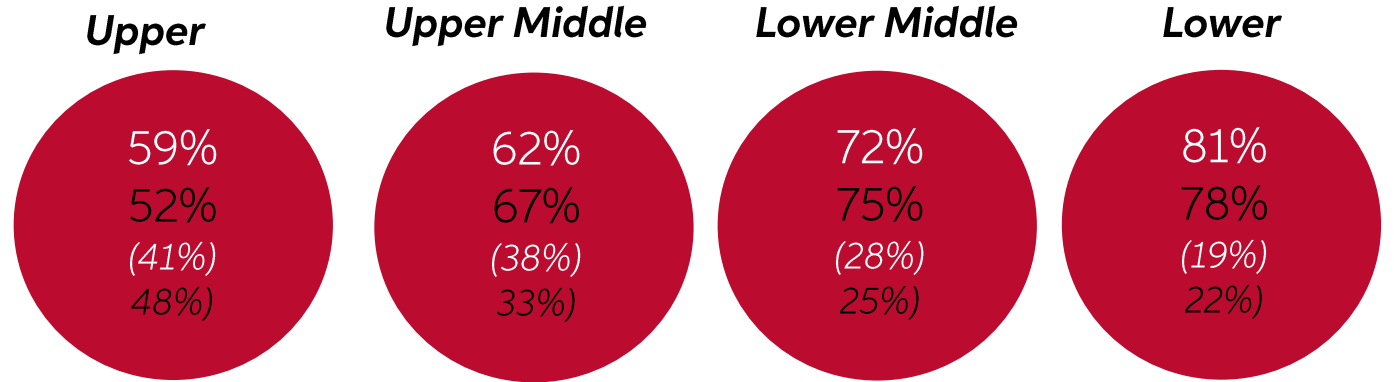
Hourly pay and bonus numbers (323 relevant employees, 314 full-pay relevant employees)

2023 figure are provided in the black text, 2024 figures in the white text

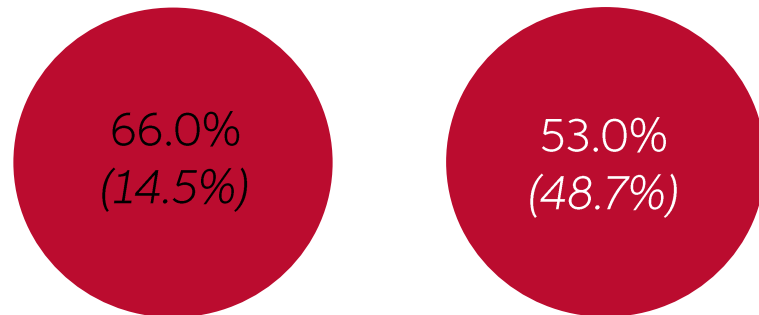
Mean Hourly Pay Gap (Median Gap)



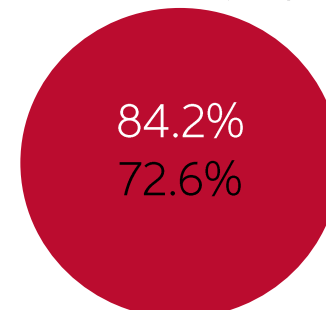
Proportion of women at each hourly pay quartile (men %)



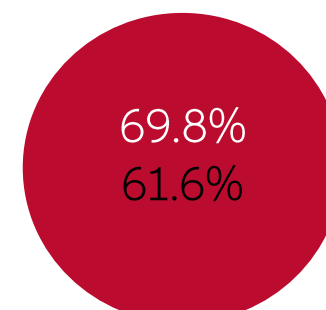
Mean Bonus Pay Gap (Median Gap)



Proportion Men Receiving Bonus % of male employees



Proportion Women Receiving Bonus % of female employees



STATUTORY DECLARATION

I can confirm that the information contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'Max Amen', is positioned above the printed name.

Max Amen
General Manager UK & Ireland