

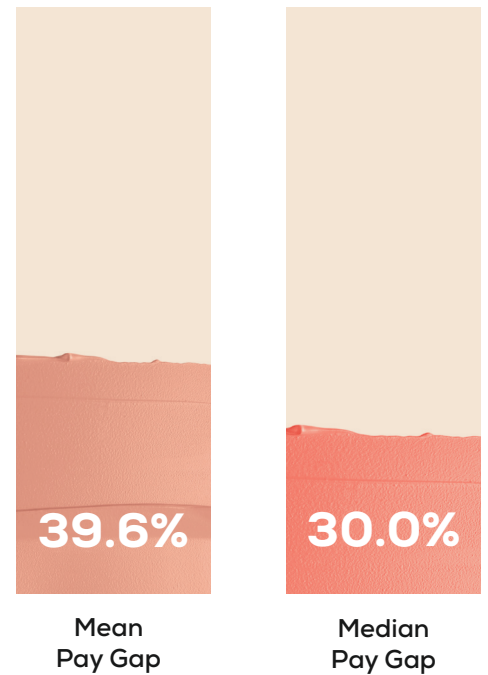
GENDER PAY GAP 2017

bareMinerals exists to make a positive difference in women's lives and as such we are committed to ensuring equal pay for equal roles across our entire organisation.

As a beauty company we have historically largely attracted female applicants to work on our counters, with many sharing a strong affinity to the brand and avid use of our products. Therefore across our entire organisation our gender split is 95% female, 5% male.

Given a more equal representation exists in our corporate team, which by its nature has higher remuneration, this is reflected in the gender pay gap results.

We are confident that men and women are paid equally for doing similar jobs in our organisation. When we analysed our pay data by job level we can evidence that there is little disparity between men and women.



DEMOGRAPHICS

Total number
of employees:
827

Female employees:
785
Male employees:
42

Senior Leadership
66% of our senior
leadership team are
women

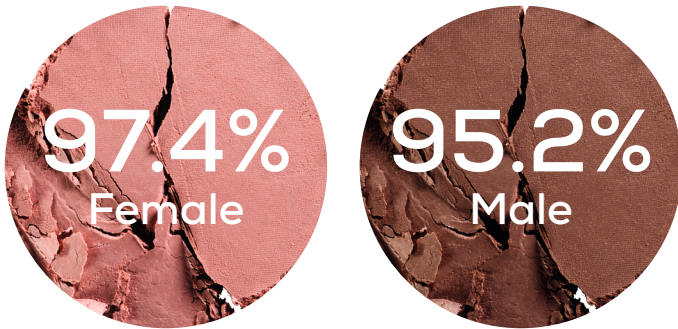
Retail Employees
99% of our retail
sales team are
women

**Corporate
Employees**
87% of our
head office team
are women

**Warehouse
Employees**
55% of our
warehouse team
are women



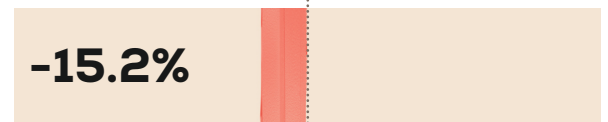
GENDER BONUS GAP



% OF EMPLOYEES WHO RECEIVED A BONUS.



Mean Bonus Pay Gap

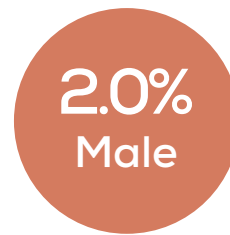
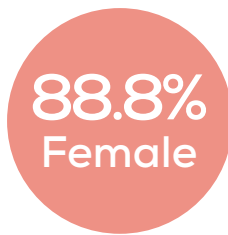


Median Bonus Pay Gap

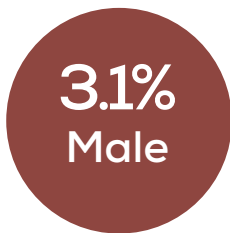
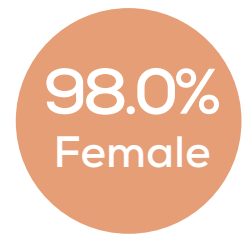
PAY QUARTILES



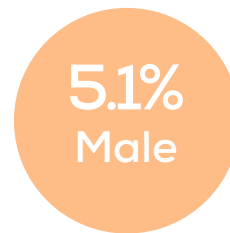
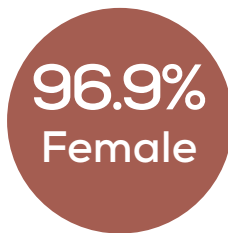
UPPER QUARTILE



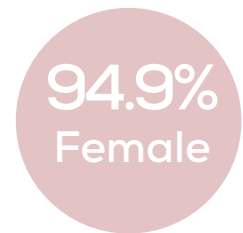
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



As the quartiles show, we employ a higher proportion of women at all levels across the business. However, we do have a higher number of men in fewer but more highly paid roles within our head office.

We are committed to continually reviewing our compensation philosophy to ensure it is fair and equitable for all employees. I confirm the information and data reported is accurate as of the snapshot date 5 April 2017.

Cecile Budge
Country General Manager