

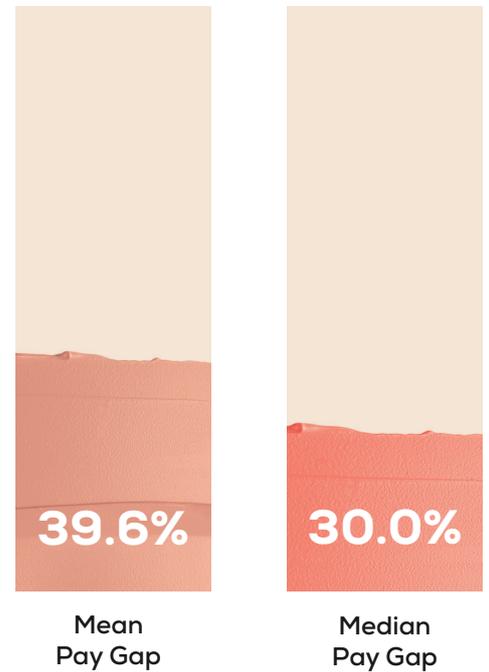
# GENDER PAY GAP 2017

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

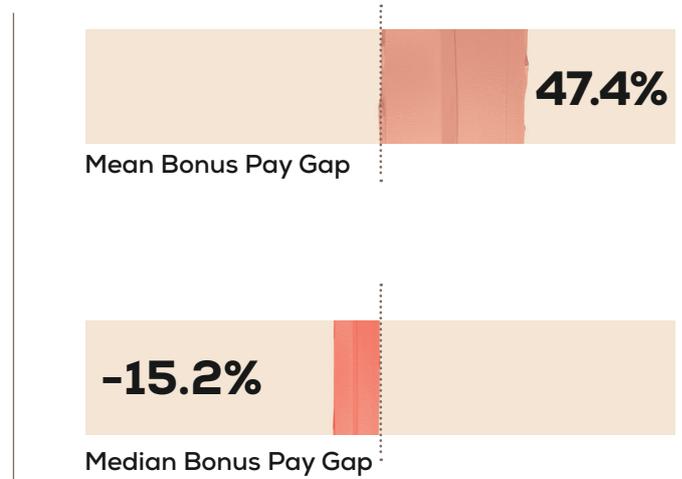
**Warehouse  
Employees**  
55% of our  
warehouse team  
are women



## GENDER BONUS GAP



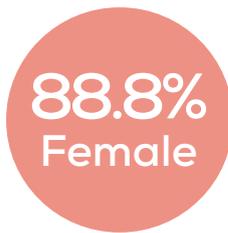
**% OF EMPLOYEES WHO RECEIVED A BONUS.**



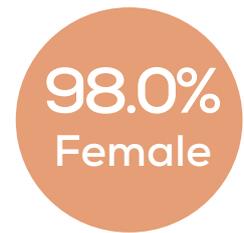
## PAY QUARTILES



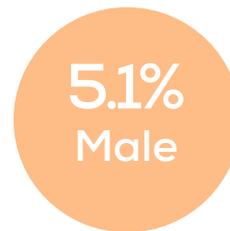
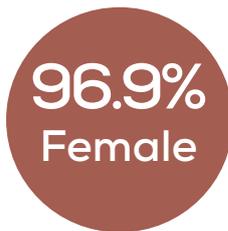
**UPPER QUARTILE**



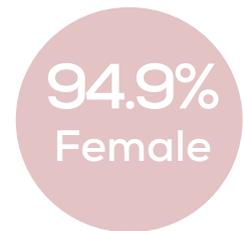
**UPPER MIDDLE QUARTILE**



**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