

GENDER PAY GAP STATEMENT



At Malmaison, we are committed to fostering an inclusive and equitable workplace where all colleagues have equal opportunities to develop and succeed. As part of this commitment, we publish our annual Gender Pay Gap figures in accordance with UK Government reporting requirements. These figures highlight the difference in average pay between men and women across our workforce, irrespective of role, department, or seniority.

OUR 2024 GENDER PAY GAP RESULTS

Hourly Pay

- **Mean gender pay gap: 4.9%**
- **Median gender pay gap: 2.1%**

These figures show a small difference in average hourly pay between men and women. Our median pay gap indicates that pay levels for men and women are closely aligned across the business, demonstrating a balanced pay structure.

BONUS PAY

- **Mean bonus gap: 19.8%**
- **Median bonus gap: 15.6%**

The bonus gap reflects higher average bonus payments made to men during the reporting period. This is influenced by the distribution of bonus eligible roles, with a greater proportion of men currently represented in roles where bonus potential is higher.

PROPORTION OF EMPLOYEES RECEIVING A BONUS

- **53.5% of men**
- **70.2% of women**

A higher proportion of women than men received a bonus over the reporting period. This demonstrates strong female representation in functions eligible for performance related bonus schemes.

PAY QUANTILES

The distribution of men and women across our four pay quartiles is as follows:

- **Lower quartile:**
41% male, 59% female
- **Lower middle quartile:**
39% male, 61% female
- **Upper middle quartile:**
54% male, 46% female
- **Upper quartile:**
56% male, 44% female

These results demonstrate a strong representation of women across the lower and lower middle quartiles, with men more heavily represented at the upper levels. This distribution influences both our gender pay and bonus gaps.

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Malmaison

OUR COMMITMENT

Malmaison remains dedicated to ensuring that all colleagues are treated fairly and have equal access to opportunities. Although our gender pay gap results are positive overall, we recognise that there is always more to do. We continue to focus on:

- Strengthening development pathways to support progression for women into senior roles.
- Ensuring consistent and transparent recruitment and promotion practices.
- Reviewing reward structures to maintain equity across all functions.
- Supporting flexible working arrangements to help colleagues manage work and life responsibilities.

We are proud of the progress we have made, and we remain committed to further reducing any gender imbalance within our organisation.

These tools drive the continuing support for flexible working, combined with a market leading remuneration and personal growth and career development strategy.

The online and classroom training provisions for Diversity and Equality continue to grow every year and will continue to be a mandatory part of our onboarding programme for every employee whilst also being a key part of annual development for all existing employees.

We will continue to grow all employees in their chosen career paths and continue to be best in class in recruiting employees who match the values of our brands.

Our 'Your Voice' campaign and internal communications platforms allow everybody to engage, feedback and communicate with our initiatives. We continue to engage and attract women in our business through continually reviewing our benefits and packages and continue to give equal access to development opportunities to all, ensuring that everyone has the best possible opportunity to become the best version of themselves.

Martyn Ball

Director of People and Culture