

## BRAND ARCHITEKTS GROUP PLC GENDER PAY GAP REPORT 2019

Brand Architekts Group plc (Brand Architekts) is an AIM listed Beauty Brands business, specialising in the delivery of innovative and exciting new products to consumers and retailers in the UK and internationally.

We continue to strive to close the gender pay gap by bringing a fair and equal approach to the recruitment of our people and offering the same opportunities to all employees.

In March 2020 the group is a UK employer of under 50 people, most of whom are women. However, in April 2019, prior to the disposal of our manufacturing business, the group employed more than 250 people with a workforce comprising 53% men and 47% women.

We are very pleased to report that at the snapshot date of 5<sup>th</sup> April 2019 our pay gap was significantly less than the national average. Notably our bonus gap was 100% in favour of women. This is because the only bonuses paid out in the group were to employees of subsidiary company The Brand Architekts Limited, of which, 100% of employees at that time were women.

We believe our approach to recruitment, development and pay will continue to support our position. However, we are not complacent. We continue to look at new ways to increase opportunities for women already within Brand Architekts and those coming into the business and to advance our gender pay profile.

### GENDER PAY GAP

With a **Mean of -1.4%** in favour of women and a **Median of 3.1%** in favour of men we can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience.

### GENDER BONUS GAP

At the snapshot date of 5<sup>th</sup> April 2019, the bonus pay gap was **100% in favour of women** with **8.1% of female employees** and **0% of men** receiving a bonus.

### QUARTILE BANDS

Upper	<b>52% Women 48% Men</b>
Upper Middle	<b>38% Women 62% Men</b>
Lower Middle	<b>44% Women 56% Men</b>
Lower	<b>54% Women 46% Men</b>



Chris How, Interim Chief Executive Officer

Date:

31.3.20