

Regis UK Ltd Gender Pay Equity Report

Regis UK Ltd is a company that owns and operates hair salons throughout the United Kingdom. Our workforce is predominantly female. All pay quartiles have predominantly female employees with each quartile showing that pay is well distributed amongst male and female employees within each quartile. The mean and median values in Table 2 do not provide a clear picture of the actual distribution of pay amongst employees, being that only 12 per cent of the entire employee population is male their wages are intrinsically weighted heavier than female employees.

Regis' goal is to create a profitable workplace for our employees in the salons and a part of that is striving to implement a fair and equitable compensation policy. Moving forward, Regis will continue our mission to attract and retain the best employees possible, regardless of gender.

Table 1

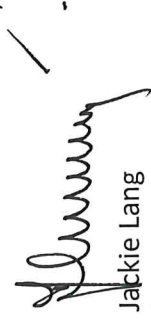
Quartile	Avg Pay	Total Gross Pay	# Male	Male Gross Pay	% Income Male	# Female	Female Gross Pay	% Income Female	% Male	% Female
1	£123.90	£53,031.09	11	£1,372.10	2.59%	417	£51,658.99	97.41%	2.57%	97.43%
2	£228.19	£150,923.73	29	£6,944.09	4.60%	400	£143,979.64	95.40%	6.76%	93.24%
3	£320.29	£137,085.82	48	£15,621.28	11.40%	380	£121,464.54	88.60%	11.21%	88.79%
4	£1,722.72	£740,769.58	109	£249,991.86	33.75%	321	£490,777.72	66.25%	25.35%	74.65%

Table 2

Gender	Mean Hourly Pay	% Difference	Median Hourly Pay	% Difference	Mean Bonus	% Difference	Median Bonus	% Difference
Female	£7.48		£6.95	24.53	£616.82		£171.00	
Male	£12.66	40.95	£9.21		£1,196.53	48.45	£262.00	34.73

Senior Statement:

I hereby certify that all above information and data is accurate and in full compliance of appropriate regulations at the time of collating the information; 5th April 2017.


 Jackie Lang
 Director, Regis UK Ltd


 Caroline Collins
 HR Manager, Regis UK Ltd