



Elizabeth Arden Gender Pay Gap 2018 Report





Elizabeth Arden

United Kingdom

Introduction

We recognise that the world in which we operate is complex and diverse. Championing an inclusive culture is essential to our collective success. To build a dynamic workplace, we are creating a culture where people of all backgrounds come together to do their best work. By embracing our authentic selves and respecting our differences, we are able to harness our individual and collective potential, drive creativity and innovation and foster an environment for our employees to do their best.

We value diversity and believe that an inclusive workplace that values and celebrates our differences is essential to our growth and long-term success. We support an environment where people of all races, ethnicities, gender, sexual orientation or preference come together.

We foster a company culture that values boldness, creativity and a passion for beauty. We encourage employees to bring their best, authentic selves to work every day.

Advocating for Women

An early feminist and advocate of women's rights, Elizabeth Arden famously provided red lipstick to the suffragettes marching on Fifth Avenue in 1912. Since those early days, the Company has built on the fearless female founder's legacy of advocating for women and Ms. Arden's spirit lives on in the March On campaign today. In partnership with Reese Witherspoon and UN Women, using a red lipstick as a powerful symbol of unity and advocacy, the campaign celebrates women's achievements around the world.





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Diversity and Inclusion

Diversity and inclusion are fundamental to creating products that reflect our customers around the world.

Our company is committed to the principles of equal employment opportunity and all employment decisions including compensation, benefits and advancement are based on individual qualifications without regard to gender or other legally protected status or characteristics.

We are proud that among the senior leadership of our parent company, Revlon, women make up 58.3 percent of the company's executive leadership team, as well as 33.3 percent of its board of directors and a newly appointed female CEO.

Women also make up 64.5 percent of all manager-level professionals within the parent company. We aim to attract and retain the top talent within the beauty care industry as well as afford each of our employees the opportunity to grow and develop into leaders.



33.3%

WOMEN
ON THE BOARD OF
DIRECTORS



58.3%

WOMEN
ON THE EXECUTIVE
LEADERSHIP TEAM

100%

WOMEN
ON THE UK
LEADERSHIP TEAM



64.5%

OF MANAGERS
ARE WOMEN

96.7%

OF UK MANAGERS
ARE WOMEN



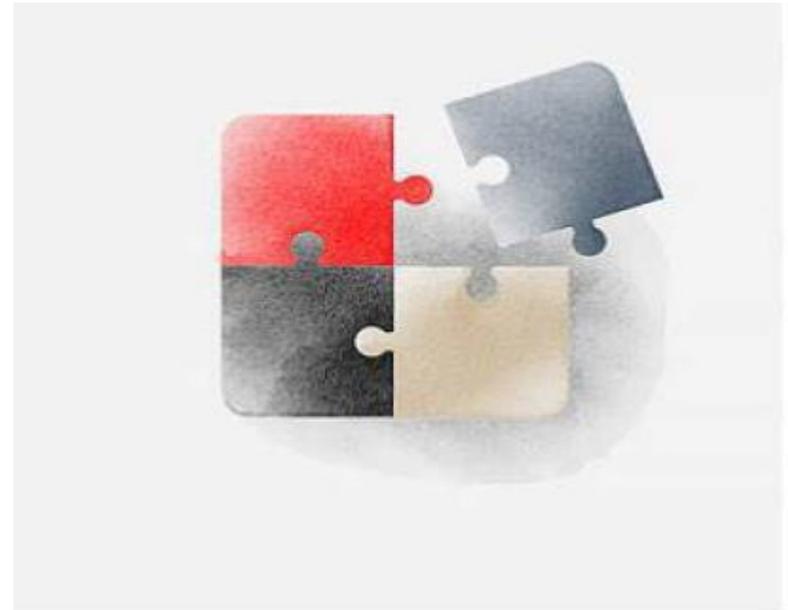
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What is The Gender Pay Gap?

The gender pay gap measures the difference between the average earnings of women and men across Elizabeth Arden UK, which is expressed as a percentage of men's earnings. The report includes the differences in mean and median earnings between women and men calculated on the basis of equivalent hourly rates.

In addition to measuring the mean and median pay gap, this report includes:

- The proportion of men and women in each of the four pay quartiles
- The mean and median bonus gender pay gap
- The proportion of women and men who received bonus pay





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Statutory Disclosure Summary

% Male/Female Employees	96.88% female
Median Gender Pay Gap	41.06%
Mean Gender Pay Gap	48.05%
Median Bonus Pay Gap	54.81%
Mean Bonus Pay Gap	64.40%
% Males/Females Receiving Bonus Payment	71.43% male 71.07% female
Upper Quartile* (Male/Females)	2.34 % male 97.66% female
Upper Middle Quartile*(Male/Females)	0.26% male 99.74% female
Lower Middle Quartile *(Male/Females)	0.52% male 99.48% female
Lower Quartile * (Male/Females)	0% male 100% female

* Quartiles are based on hourly pay rates

Understanding the Numbers

- We view our team in 3 different categories. International – roles based in the UK but supporting a global remit. Head Office – those roles based from or within our London Head Office. Beauty Consultants – working within the retail sector alongside our retail partners.
- In roles where we have males and females employed in comparable roles with comparable responsibilities, and comparable level of performance there is no pay gap.
- Of the total UK workforce in Elizabeth Arden of 384, approx. 326 people work as Beauty Consultants in department stores, many in part time positions. These roles are competitively paid, however, they reflect the salary norms of the retail environment, and are amongst the lowest paid roles in our UK organisation.
- Over 98% of the Beauty Consultants are women. The concentration of female employees in these roles skews the calculations comparing what men and women are paid and contributes to any apparent pay gap. The mean hourly rate of male and female employees in the Beauty Consultant population alone is below the reported UK averages of 17.9%
- If you were to exclude the Beauty Consultant and our international population, our Head Office population reflects no gender pay gap
- Our International roles based in the UK alone reflects no gender pay gap



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Promoting Gender Equity

- We are committed to the health, safety and wellbeing of our employees around the world and to creating a safe, respectful and inclusive workplace.
- Our office based employees are offered flexible working patterns to support working parents (parental leave/adoption leave, dependent leave).
- Enhanced Maternity and Paternity Leave is offered of our corporate employees
- Ensuring that performance is recognized fairly through achievement of KPIs to ensure that those performing at the same level are rewarded equally.
- We believe in continuous learning and development from our newest employees to our most seasoned executives. Our commitment to talent development includes mobility of all employees across brands, geographies and functions.
- We have policies including an employee Code of Conduct and Business Ethics and an Anti-Discrimination/Anti- Harassment policy to set the standard for fair and ethical behaviour in the workplace.
- Succession planning that supports promotion and progression both internally and within the wider industry.





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“I view the government’s regulation and initiative to require that companies of a certain size to report their data on Gender Pay Gap, as a positive step to ensure equality in the workplace and believe that this level of transparency will help to ensure inclusive workplaces for all employees.

Gender equality is at the very core of the DNA of Elizabeth Arden, whose founder was an entrepreneur, advocate and early champion for women’s rights and opportunity. From the earliest days of its founding, like the landmark moment in 1912 when Elizabeth Arden marched down 5th Avenue for equality and handed out red lipstick, to the suffragettes as a symbol of solidarity, through to today’s #togetherwemarchon campaign in support of UN Women, the brand has been a tireless supporter of women’s empowerment.

As you will see from the statistics provided, our Elizabeth Arden UK business has a predominantly female work force with only 12 males in total workforce of 384 employees. Due to the nature of our business, a very high concentration of our workforce are Beauty Consultants in department stores, which drives the gap published this report. However, when further analysis is completed and we benchmark gender pay gaps by role there is no pay gap between Male & Female employees in comparative roles.

Further, 100 per cent of the UK senior leadership for Elizabeth Arden are women and in 2018 bonuses have been aligned to ensure that recognition is equitable across the various levels within the business.

Our aim is to encourage talent, regardless of background or gender, to reach their full potential in an inclusive and rewarding workplace.”

Paul Devin
Managing Director UK

Declaration

We confirm that the information and data reported are accurate and in line with the UK government’s Equality Act 2010 (Gender Pay Information) Regulations 2017.

Tony Hayek
VP International
Human Resources