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Gender Pay Gap Reporting - Background

In 2017, the UK government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Laleham are committed to the fair treatment and reward of all staff and ensuring equality of opportunity for all staff.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. We are confident that men and women at Laleham are paid equally for doing equivalent jobs across our business.

The following reports relate to the reporting period 1 April to 31 March, by year.

[2025](#)[2024](#)[2023](#)[2022](#)[2021](#)[2020](#)[2019](#)[2018](#)

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Our Accreditations

Laleham is a highly accredited, quality facility providing MHRA, FDA and ISO-13485 accreditation among others.

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We're part of Europe's leading health and beauty providers.

Laleham is part of
HBI Health & Beauty Innovations.

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Laleham Health & Beauty – Gender Pay Gap Report

Background

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We are confident that men and women at Laleham are paid equally for doing equivalent jobs across our business. Laleham's diverse workforce has a 59:41 split between males and females. The impact of this demographic shape contributes to the pay and bonus gap outlined below.

The following data relates to the reporting period 1 April 2024 to 31 March 2025.

What impacts the gender pay and bonus gap at Laleham?

The demographic of our workforce is the key factor in shaping our gender pay gaps. The key driving factors are:

- Our 2025 results show a positive narrowing of the gender pay gap, with both mean and median hourly pay measures improving year on year. The mean gap reduced by half, and the median gap moved slightly in favour of women.
- A key driver of this improvement is the increase in female representation in the upper pay quartile, indicating stronger gender balance in higher-paid roles.
- Bonus outcomes also improved, with the mean bonus gap reducing significantly and bonus participation increasing across both men and women.

Laleham's gender pay gap 2025

Pay

	Gap
Mean pay (per hour)	3.29%
Median pay (per hour)	-0.80%

Number of Males and Females in each pay quartile

	Male	Female
Band A (lowest)	58.27%	41.73%
Band B	62.32%	37.68%
Band C	61.15%	38.85%
Band D (highest)	56.52%	43.48%

Bonus

	Gap
Mean bonus	25.73%
Median bonus	-64.71%

	Male	Female
Proportion that received bonus	21.08%	22.45%

Continued monitoring

We recognise the importance of promoting a diverse workplace that creates opportunities for our employees to progress. While it is inevitable that there will be a gap (either in favour of men or in favour of women), this data will be helpful to us in:

- Addressing any levels of gender inequality in our workplace.
- Understanding the balance of males and females at different levels and functions.
- Identifying appropriate actions to promote diversity.

We are committed to ongoing analysis and monitoring of pay and to ensuring we can offer diverse and suitable opportunities for our people.

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We are confident that men and women at Laleham are paid equally for doing equivalent jobs across our business. Laleham's diverse workforce has a 59:41 split between males and females. The impact of this demographic shape contributes to the pay and bonus gap outlined below.

The following data relates to the reporting period 1 April 2023 to 31 March 2024.

What impacts the gender pay and bonus gap at Laleham?

The demographic of our workforce is the key factor in shaping our gender pay gaps. The key driving factors are:

- Management bonus plans are structured as a % of salary and more men are in higher-paid management roles.
- The percentage of workers awarded a bonus has reduced in the year. Within this population the males are higher paid, which has disproportionately increased the gap in the bonus reported.

Laleham's gender pay gap 2024

Pay

	Gap
Mean pay (per hour)	6.58%
Median pay (per hour)	1.64%

Number of Males and Females in each pay quartile

	Male	Female
Band A (lowest)	52.0%	48.0%
Band B	63.0%	37.0%
Band C	57.0%	43.0%
Band D (highest)	63.0%	37.0%

Bonus

	Gap
Mean bonus	50.67%
Median bonus	15.44%

	Male	Female
Proportion that received bonus	11%	12%

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The following data relates to the reporting period 1 April 2022 to 31 March 2023.

What impacts the gender pay and bonus gap at Laleham?

The demographic of our workforce is the key factor in shaping our gender pay gaps. The key driving factors are:

- An increase of females in the upper quartile leading to a more even distribution of females across each quartile.
- Management bonus plans are structured as a % of salary and more men are in higher-paid management roles.

Laleham's gender pay gap 2023

Pay

	Gap
Mean pay (per hour)	5.40%
Median pay (per hour)	1.54%

Number of Males and Females in each pay quartile

	Male	Female
Band A (lowest)	54.0%	46.0%
Band B	62.0%	38.0%
Band C	58.0%	42.0%
Band D (highest)	61.0%	39.0%

Bonus

	Gap
Mean bonus	16.69%
Median bonus	4.00%

	Male	Female
Proportion that received bonus	37%	34%

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