

GENDER PAY GAP REPORT

AN OVERVIEW

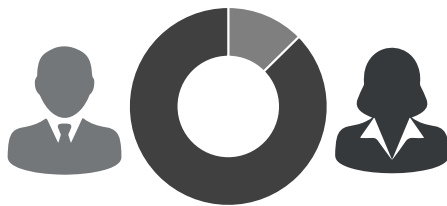
At WED2B, we design, create and sell affordable, luxury bridalwear to our customers across our UK and European store network. We continually strive to create a working environment that nurtures and develops our employees, creating an organisation we are all proud to be part of.

The gender pay gap summary shows the difference in the average pay of all the women who work for WED2B against the average pay of all the men who work for WED2B. This is not the same as an equal pay comparison, which examines whether men and women are given equal pay for equal work.

KEY FACTS AT 5TH APRIL 2022

Employees

Total Number of Employees - 455
Total Number of Female Employees - 436



Senior Management Team

Total Number of Employees in the Senior Management Team - 6
Total Number of Women in the Senior Management Team - 4



WED2B - ALL STAFF GENDER PAY GAP ANALYSIS

As a leading bridal retailer, the majority of our colleagues work at one of our 39 stores based across the UK. Their role involves assisting our brides into wedding dresses and offering styling advice in the fitting room. For this reason, all our Bridal Consultants are female. Employment legislation allows us to specify gender for reasons of decency for these particular roles.

The fact that we predominately employ females in store based roles skews both the mean and median averages. These store-based roles, as common in the retail sector, are not naturally the highest paid positions in the business, however we are committed to paying our lowest salaries in line with the current Real Living Wage guidance, which is significantly higher than the National Minimum Wage.

We are completely confident that men and women who are performing the same roles within our business are paid equally for the work they do.

Mean Average 52% Median Average 47%

GENDER BONUS GAP

Males who received bonus

0%

Females who received bonus

0%

WED2B has always strived to pay an annual discretionary bonus to all staff who achieve the required criteria. As a retail business, WED2B was significantly impacted by the Covid-19 pandemic and was required to close all stores for many months. We therefore took the difficult decision to not make bonus payments to any colleagues during this time, and instead focussed on maintaining highly competitive rates of pay.

PAY QUANTILES

The below chart shows the pay distribution of males and females across our business in four equally sized quartiles.

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Males 2%	Males 1%	Males 2%	Males 13%
Females 98%	Females 99%	Females 98%	Females 87%

We are very proud to be an employer that supports the development of women in the workplace. Our training and development programmes offer incredible opportunities for both women and men within our business to enhance their careers and personal growth. Within our store network, we have always been focussed on the development of our female employees into management and senior management roles and to offer great opportunities for women returning to the workplace.

This statement confirms that the published information is accurate at the time of publishing

Jenny Cassidy
HR Director