

GENDER PAY GAP REPORT

AN OVERVIEW

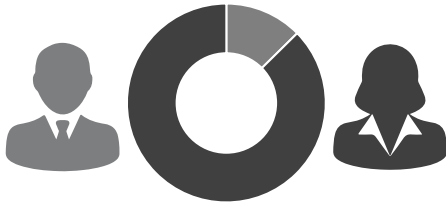
At wed2b, we design, create and sell affordable, luxury bridalwear to our customers across our UK and European store network. We continually strive to create a working environment that nurtures and develops our employees, creating an organisation we are all proud to be part of.

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 2023

Employees

Total Number of Employees - 366
Total Number of Female Employees - 345
(94% of the workforce)



Senior Management Team

Total Number of Employees in the Senior Management Team - 7
Total Number of Women in the Senior Management Team - 4



WED2B - ALL STAFF GENDER PAY GAP ANALYSIS

Mean Average

55%

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.

Median Average

55%

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 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.

GENDER BONUS GAP

Mean bonus 0% lower

Males who received bonus 0%

Median bonus 0% lower

Females who received bonus 0%

PAY QUANTILES

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

Lower Quartile

Males 1%
Females 99%

Lower Middle Quartile

Males 0%
Females 100%

Upper Middle Quartile

Males 4%
Females 96%

Upper Quartile

Males 18%
Females 82%

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