

YANKEE CANDLE®

Gender Pay Gap Report 2017

In line with guidelines, the report captures the payment data as of April 2017.

At Yankee Candle we are committed to creating equal opportunities through having an open and inclusive workplace where everyone is treated fairly with dignity and respect. During times of company growth, we have been presented with opportunities enabling us to develop a workforce that is inclusive of men and women. Our HR strategies ensure we provide equal access to career development and training opportunities at all levels and recently increased female representation in the senior management team.

We support expectant mothers and mothers returning to work in offering an enhanced maternity package and adopting family friendly working practices to make it possible for our employees in balancing work demands with family needs.

Some general facts

+61 %

of our population
are female



The highest paid
employee is female.



We offer enhanced
maternity packages.



We offer flexible working
options for all employees.



Hourly rate pay
(Difference %)

The national average pay gap is 18.4%

On a median basis we are 7% higher
in males than females.

We are under the national average pay gap.

Mean

11.3% higher in males
than females

Median

7% higher in males
than females



Bonus pay
for 12 months
(Difference %)

The mean amount of bonus paid in the last
12 months is 62% higher in females than males.

Mean

62% higher in females
than males

Median

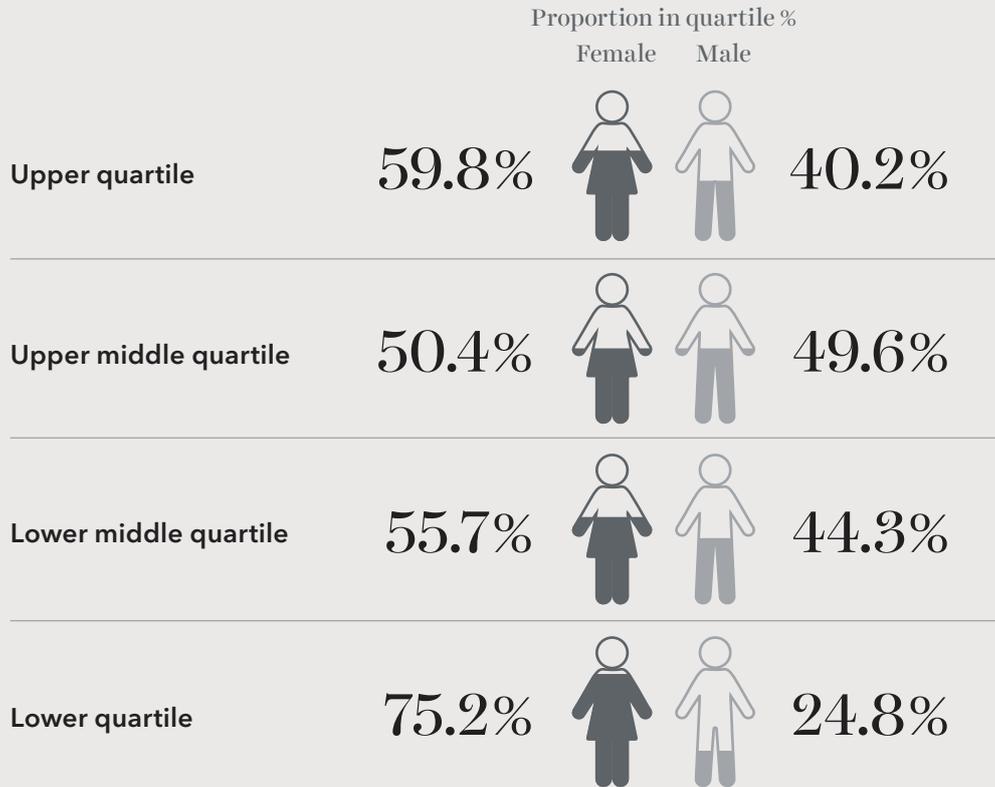
0%

Employees by quartile pay bands

In the lower quartile, 75% are female due to the stores requiring flexibility and shorter working hours. By nature, this attracts working mums and students.

Women are a higher % of upper and middle pay bands.

All retail store employees are paid the living wage.



Employees who received bonus pay

Bonus gap is based on bonuses paid in the 12 months prior to 5 April 2017.

Due to an internal restructure during this period to move to a 24/7 operation in the warehouse, employees received a one off incentive bonus. The warehouse population is 69% male.

