

# YANKEE CANDLE®

## Gender Pay Gap Report 2018

In line with guidelines, the report captures the payment data as of April 2018.

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

+65%

more females are working in our business than males.



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 8.6%

On a median basis we are 11.7% higher in males than females.

We are under the national average pay gap.

Mean

**51%\*** higher in females than in males

Without  
**12%**

Median

**11.7%** higher in females than in males

**11.7%**

\* This includes a large bonus paid to females in the snapshot date, significantly skewing the hourly rate.



**Bonus pay for 12 months**  
(Difference %)

The mean amount of bonus paid in the last 12 months is 158% higher in females than males.

Mean

**158%\*** higher in females than in males

Without  
**38%**

Median

**20%**

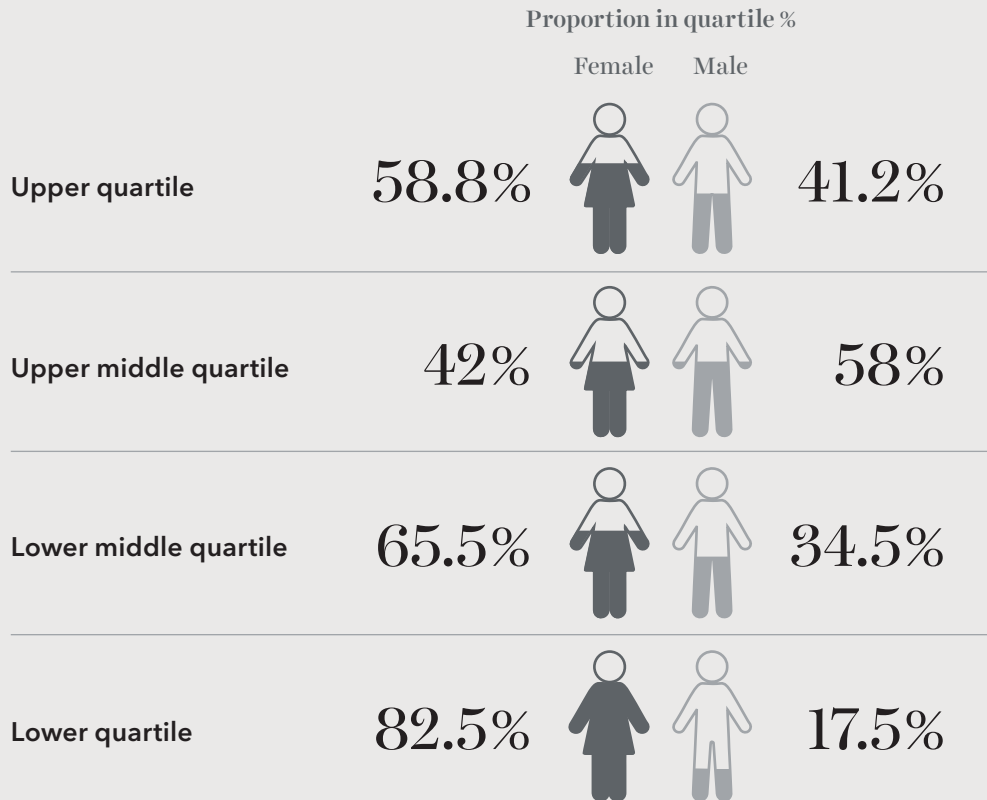
\* This includes a large bonus paid to females in the snapshot date, significantly skewing the hourly rate.

## 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 the upper pay band.

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 2018.

