



# TOWNHOUSE

## GENDER PAY GAP REPORT

2024



# TOWNHOUSE: 2024 OVERVIEW

Our mission at Townhouse is to revolutionise the nail salon industry, not just for customers but also for the amazing people that work in it. We've set new standards in the nail salon industry, and are renowned for our dedication to excellence, meticulous hygiene standards, and commitment to team development.

We're proud to be a female founded business creating meaningful opportunities for women. Across Townhouse, women account for:

- **92%** of our total Townhouse team
- **65%** of our Support Office (HQ) Team

Unlike traditional nail salons, Townhouse invests heavily in its team, providing **free private healthcare** for all and ensuring all team members receive **best-in-class education** and career progression opportunities. All our salon teams have access to free **technical and leadership + development training**, bolstering their skills and employability.

In 2024 this resulted in **335 promotions** and pay rises, enabling our people to better provide for their families, themselves and those around them. In addition to this, approximately **10%** of our Support Office team previously worked in our salons and have been able to further their careers in Head Office teams.

You can find our formal Gender Pay Gap Reporting for 2024 on the next slide.



# GENDER PAY GAP REPORTING

**53.8%**

Mean  
Gender  
Pay Gap

The mean pay gap is determined by comparing the difference between the actual average hourly rate for males, versus the actual average hourly rate for females.

**45.5%**

Median  
Gender  
Pay Gap

The median pay gap is determined by comparing the difference between the middle point hourly rate for males, versus the middle pay point for females.

**70.9%**

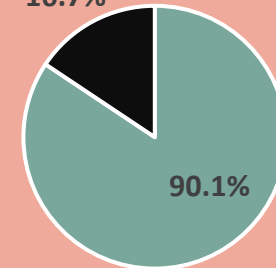
Mean  
Gender  
Bonus Gap

**91.5%**

Median  
Gender  
Bonus Gap

% Receiving Bonus

16.7%



Female Male

Quartile	Gender	Proportion %	Frequency	Average Rate (£)	Female vs Male Pay (£)
Lower hourly pay quarter	Female	100	93	12.65	N/A
	Male	0	0	-	
Lower middle hourly pay quarter	Female	97.8	91	13.74	0.28
	Male	2.2	2	13.46	
Upper middle hourly pay quarter	Female	97.8	91	14.97	0.55
	Male	2.2	2	14.42	
Upper hourly pay quarter	Female	72	67	21.28	-14.63
	Male	28	26	35.91	



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*Thank you*