



**WEIYU ME**

Gender Pay Gap Report, 5<sup>th</sup> April 2022 (UK)

OUR VISION

# EMPOWERING BEAUTY FOR A SUSTAINABLE FUTURE

Empowerment is at the heart of the Meiyume story, and this extends to our strengthening commitment to gender diversity.

We know that what really makes Meiyume stand out from our competitors is, our people!

We believe that diversity is about recognising and embracing 'different'. And we are not shy about using the broad range of perspectives, found within our diverse workforce, to drive our business forward and stay ahead of our competitors.

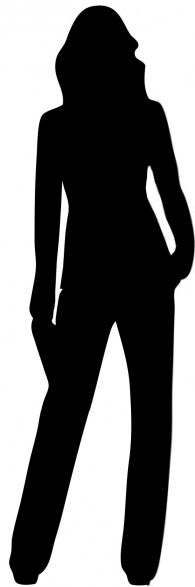
In 2022, we were excited to appoint our first female Managing Director to the UK, Amanda Hards. Amanda continues to focus on gender equality, making sure that all employees have equal development and growth opportunities.

Genna Rossitter  
Senior Director, Human Resources

# Percentage of Female and Male Colleagues

We saw an increase in the number of female colleagues employed. We are proud to say that we have a very balanced gender profile. This can also be seen with the gender split of our leadership team, which is led by our new female Managing Director, Amanda.

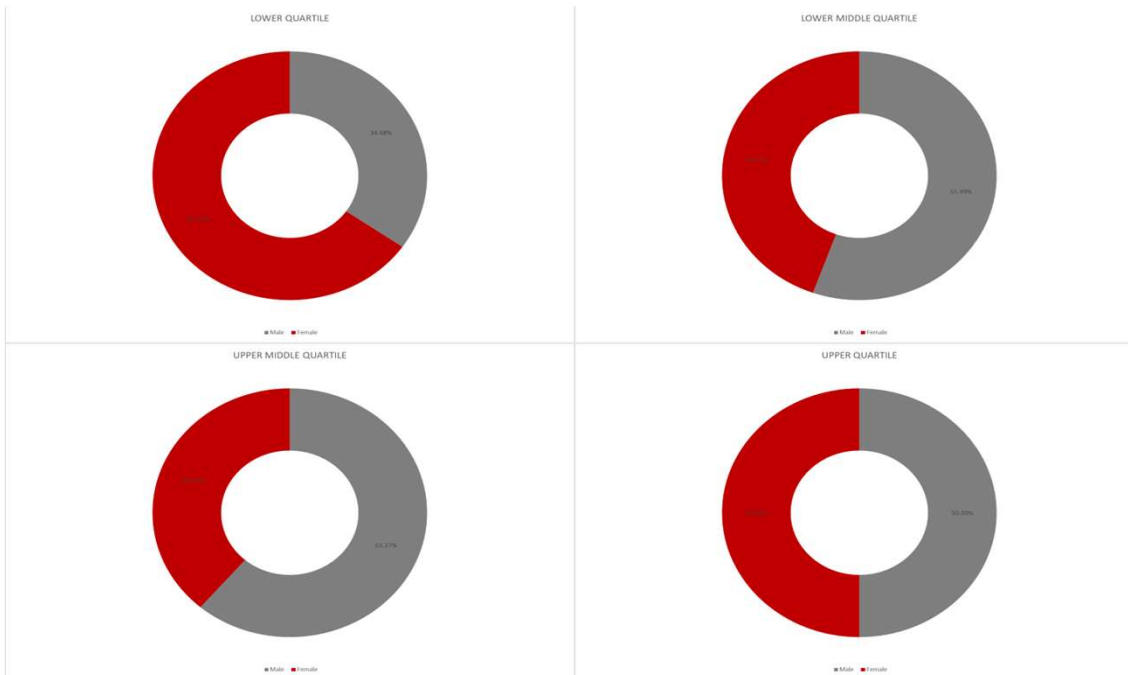
**49.64% FEMALE**



**50.36% MALE**



# Pay quartiles



Quartiles	Male	Female
Lower	34.68%	65.32%
Lower Middle	55.49%	44.51%
Upper Middle	61.27%	38.73%
Upper	50.00%	50.00%

Overall, our mean gender pay gap is 5.15% and the median is 4.17%.

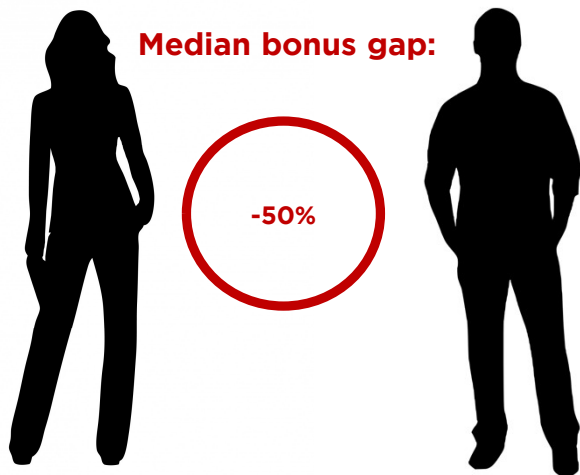
Our gender pay gap remains lower than the national average pay gap of 8.3% (based on data from the Office of National Statistics' Gender Pay Gap in the UK: 2022).





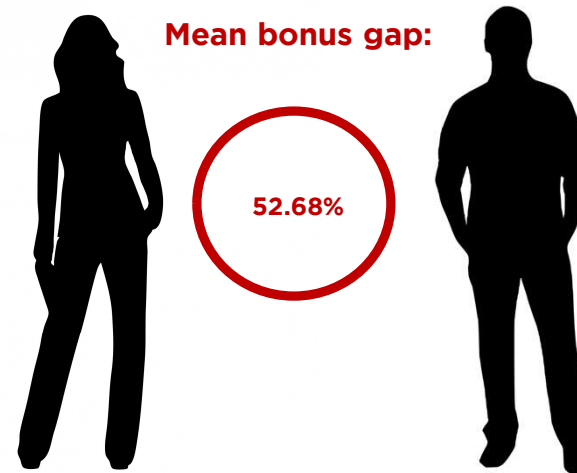
# Bonus Gaps

We saw a big swing in bonus data, between 2021 and 2022. Relevant females who received a bonus in 2021 was 30.19% and males was 13.70%. Both have increased significantly. 2021 was significantly impacted by the impact of the Pandemic on overall performance of the UK business.



**Relevant Female  
colleagues receiving a  
bonus:**  
46.33%

**Relevant Male  
colleagues receiving a  
bonus:**  
57.88%



**OUR SUSTAINABILITY STRATEGY**

# EMPOWERING SUSTAINABLE BEAUTY SOLUTIONS

**VISION**

To demonstrate Meiyume’s position to revamp the beauty industry with sustainable packaging solutions and formulas as it serves as a solutions provider to mainstream and micro brands across three continents.

**MISSION**

Transforming the beauty industry with sustainable solutions.

## product

Drive sustainable innovation in designs, materials and processes through life cycle analysis.

## process

Continuously engaging our partner factories.

## people

Create a safe and inclusive working environment and give back to the community.

## places

Upgrade our facilities to improve our environmental footprint.

As an organization that strives to empower beauty for the future, Meiyume recognizes that we can achieve this goal faster if we work with our industry partners.



GLOBAL BUSINESS AND DISABILITY NETWORK CHINA CHAPTER



[Access our full Sustainability Disclosure 2021 here](#)



## Our Ongoing Commitment to Gender Equality

We remain committed to fostering a fair and respectful workplace and will continue to support our colleagues to reach 'their' full potential.

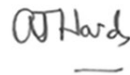
### Our Mission:

To have a workplace where all individuals are respected and where both differences and similarities are valued, by promoting awareness and education about Inclusion and Diversity.

### Our Vision:

To continue to nurture a culture of diversity, inclusion and belonging - where there is a deep sense of pride and passion that transcends any role, business unit, language or location and is unified in our shared commitment to excellence, sustainability, innovation and social responsibility.

**WE CONFIRM THAT THE INFORMATION CONTAINED WITHIN THIS REPORT,  
TO THE BEST OF OUR KNOWLEDGE IS ACCURATE.**



**Amanda Hards**  
Managing Director (UK)



**Genna Rossitter**  
Senior Director, Human Resources