

OUR EMPLOYEE VALUE PROPOSITION

Distribution Center

At SBH, we're committed to building a culture of creativity, inclusion, and self-expression, driven by our purpose and values and supported by our leaders. We celebrate diversity, embrace individuality, and encourage innovation to create a positive work environment where you can thrive personally and professionally. Our Employee Value Proposition defines the experience of working at SBH and the culture we strive to create for all associates.

Our purpose:

**TO INSPIRE A MORE
COLORFUL, CONFIDENT,
AND WELCOMING WORLD**

Our values:



BE YOURSELF.

Come as you are—everyone is welcome here.



BE AN INSPIRATION.

Share your passion and knowledge with your team, your customers, the world.



BE BOLD.

Dive in. Move fast. Say yes.



BE AN OWNER.

Drive growth. Create your future.



BE PART OF SOMETHING BIGGER.

Take care of each other, our community, and our planet.

BENEFITS FOR ALL.

We're proud to offer best-in-class benefits to both part-time and full-time associates. Offerings vary depending on hours worked, and include:

- Flexible schedules
- Employee discount on owned brand and external products
- Daily Pay program allows you early access to earned wages
- Medical, dental, vision, and pharmacy coverage
- Employee Assistance Program including mental health counseling, available 24/7
- LGBTQ+ supportive care and services
- 401(K) plan with matching company contributions
- Autism Spectrum Disorder benefits
- Work-life services with concierge referrals for child care, elder care, and care for family members with disabilities
- Educational Assistance for college courses, degrees, and job-related certifications (full-time associates)
- Purchasing Power benefit allowing you to pay for products through payroll deduction
- Fertility, family planning, and family advocacy programs

BE YOURSELF. EVERYONE IS WELCOME HERE.

We're committed to building a truly diverse, inclusive company focused on listening to what our associates need and want, and on inclusive hiring, training, and development.

- More than 29 languages spoken across our Distribution Centers
 - Relaxed dress code that lets you express yourself
 - Building leadership pipelines, including for historically underrepresented groups
 - Translated communications to support Spanish and Canadian French-speaking associates
 - Inclusive HR system, policies, and practices
 - Cultural celebrations and communications from our Employee Resource Groups
 - Diversity, Inclusion and Belonging training for senior leadership and all associates
 - Diversity, Inclusion and Belonging Ambassador program
 - Inclusive Recruitment Training for Hiring Managers
 - E-Learning courses followed by facilitated discussions
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BE AN OWNER. CREATE YOUR FUTURE.

As a learning culture, we're committed to investing in your career through opportunities for continuous education, improvement, and growth. We work to create an environment of transparency driven by open communication with leaders.

- Ability to cross-train for career paths including Trainer, Team Leader, Supervisor, Operations Manager, Distribution Center Director, Maintenance Tech, and Maintenance Manager
 - Learning and Development opportunities combining innovative curriculum with real-world applications
 - Direct access to senior leaders
 - Platforms for open discussion
 - On-the-job coaching and feedback
 - Daily/weekly/monthly communications and Town Halls
 - Recognition through Shout Outs
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BE PART OF SOMETHING BIGGER.

We have a responsibility to take care of each other, and of our planet. Our SBH Going Green initiatives focus on improving our long-term sustainability and reducing our environmental impact. And our new in-house Distribution Centers are designed with the latest energy-reducing technologies and labor-saving automation.

Our newly-launched SBH Inspires Foundation is committed to uplifting and providing support for the communities we serve. We focus on standing up to domestic violence and abuse by providing support to victims and their loved ones. Since salons are often a place of refuge for victims, and our stores can serve as a source of information, SBH is uniquely positioned to connect victims with immediate and ongoing help through our nonprofit partners.