

# 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 (where available)
- 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
- Caregiver Concierge empowering you to efficiently manage caregiving responsibilities\*
- Neurodivergence benefits and resources
- 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
- Paid parental leave along with fertility and family planning programs and financial support for surrogacy and adoption services
- Flexible Spending Accounts for health care and dependent care, and Health Spending Accounts
- Employee Emergency Fund providing grants for unforeseen emergencies with significant financial impact

\*Effective January 2026

## 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
  - Dress code that lets you express yourself
  - Translated communications to support Spanish and Canadian French-speaking associates
  - Cultural training for all leadership and associates
  - Inclusive HR system, policies, and practices
  - Cultural celebrations and communications from our Employee Resource Groups—Black Diamond, Diverse Abilities Allies, EmpowHer, House of Colorful Creations, Somos, and Vets
  - Inclusive Recruitment Training for Hiring Managers
  - E-Learning courses followed by facilitated discussions
  - SBH Swag Store to help you show off your style
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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 and Awardco rewards and recognition program
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## BE PART OF SOMETHING BIGGER.

We have a responsibility to take care of each other, our community, and 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 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.

