

GENDER PAY GAP REPORT 2024

What is the Gender Pay Gap?

The UK government introduced an annual requirement for UK companies with more than 250 employees to report their Gender Pay Gap annually.

The Gender Pay Gap measures the difference between men and women's average hourly rate of pay across our company on the 5th April each year. In addition, the Gender Pay Gap also measures the difference between bonus payments received by men and women in the 12 months prior to the 5th April each year.

Gender Pay Gap is NOT Equal Pay

Gender pay measures the difference in the average hourly pay of men and women. The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. It can be used to assess levels of equality in the workplace and a measure of seniority or progression but it is not an equal pay issue. Equal pay is about a man and a woman receiving equal pay for the same or similar job, whilst the Gender Pay Gap looks at all roles across the company.

TradeChoice Carpet & Flooring's results

We are reporting our gender pay gap for the fifth time, with data for hourly rates of pay compiled as at the 5th April 2023. We are also reporting our gender pay gap on bonus data paid between the 6th April 2022 and the 5th April 2023.

The regulations measure the gap in two ways:

Mean pay / bonus gap – the difference between the average hourly rate of pay and bonus for women and the average hourly rate of pay and bonus for men.

Median pay / bonus gap – the difference between the midpoint hourly rate of pay and bonus for women compared to the midpoint hourly rate of pay and bonus for men.

The median gender pay gap removes any influence of very high and very low pay.

What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

What is the median?

The median involves listing all the pay rates / bonus amounts in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference.

Gender Pay Gap

Mean Gender Pay Gap: women are paid 11% **less** than men.

Median Gender Pay Gap: women are paid 3% **less** than men.

TradeChoice Carpet & Flooring's Mean Gender Pay Gap is better than the UK national average of women being paid 14.3% **less** than men (Source: Office for National Statistics, October 2023). Female employees are paid on average £14.89, compared to the male average of £16.73. TradeChoice results have always shown that we perform better than the national average. Our Median Gender Pay Gap result shows our female employees are paid 3% less than men, which is positive but we recognise there is still work to do.

Gender Bonus Pay Gap

The bonus gap requires us to provide bonus information for any employee paid a bonus between 6th April 2022 and 5th April 2023.

Mean Bonus Pay Gap: the mean bonus paid to women was 37.9% **less** than that paid to men.

Median Bonus Pay Gap: the median bonus paid to women was 24.7% **more** than that paid to men (£2,083 vs £1,670).

The proportion of female employees receiving a bonus was 65.9%, compared to 61.9% of men.

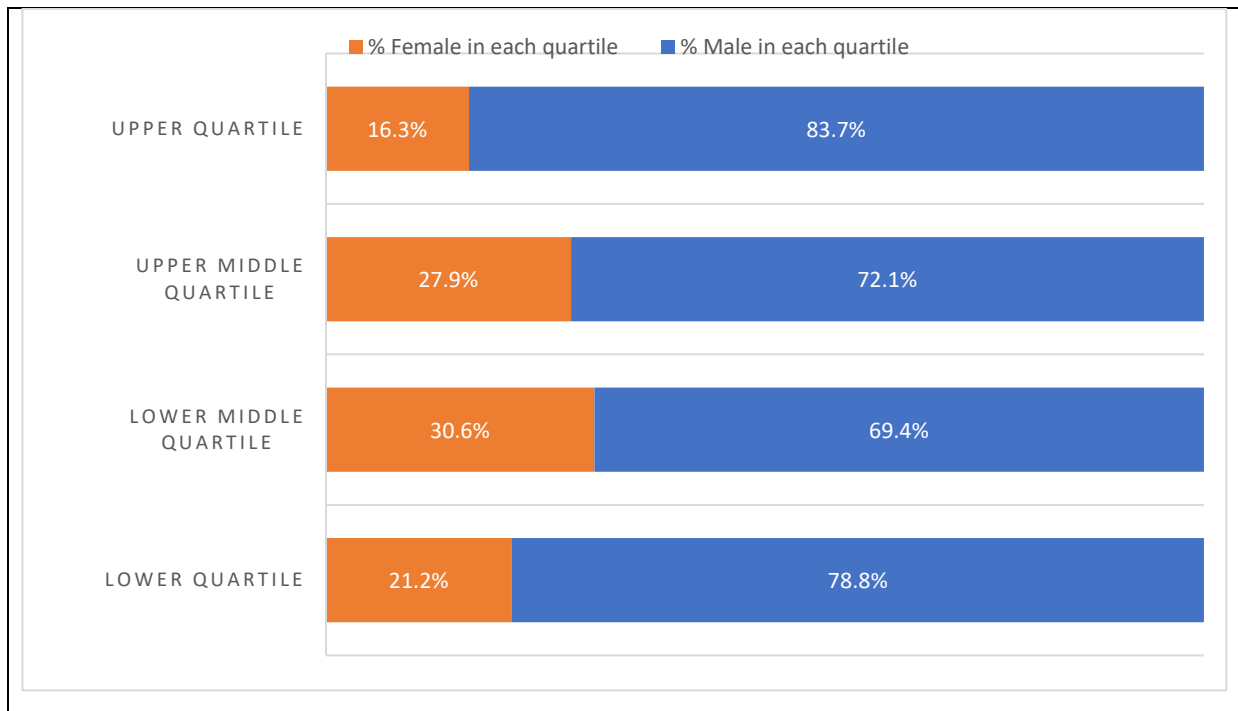
For all employees receiving bonuses, the average bonus paid to female employees was £3,335, compared to £5,372 for male employees. Although male employees on average received a higher bonus, the proportion of female employees that received a bonus was higher than male employees.

This is reflected when calculating the average bonus paid for all employees. The average bonus paid across all our female employees is £2,196, compared to an average of £3,326 for all our male employees.

The reasons for this lay predominantly with the makeup of the Senior Leadership Team. Currently of our mid-senior banded roles, only 17.9% are female. Whilst we still aim and have been able to attract a number of women to senior roles across our company, our comparative results are down on last year as my predecessor, who was a female, left the company. Given that females represent less than a quarter of our total workforce, this had a considerable impact on our results for this year.

Pay quartiles – proportion of employees from each gender in each pay quartile

Shown below is the proportion of women and men in each pay quartile across TradeChoice Carpet & Flooring (with upper quartile being the highest paid employees in the company, and lower quartile being the lowest paid employees).



Historically women have been underrepresented in the wholesale, distribution and construction sectors and as a result it has been a challenge to attract more women into various roles and career opportunities across the company. With a large portion of our workforce falling under the Warehouse/Transport categories, we find it difficult to attract women to these roles, so our results always show us having a substantially higher number of male employees compared to female employees.

We do feel we are starting to make progress in this area with a concentrated effort and focus, with some highlights including; the introduction this year of two female HGV drivers, one female Warehouse Operative, the recruitment/promotion of two female Branch Managers and other appointments of females to key roles such as Area Sales Managers.

Also compared to last year we have increased the number of female employees from 74 to 82, which represents 24% of our total workforce. Although these are small steps, it shows we are actively trying to encourage more females to apply for all vacancies across our business.

We continue to work to improve the balance of women and men in our company. We are aware that we have work to do and strive to recruit more women to roles across our company, especially in key leadership roles. We will focus on advertising our roles to make them more appealing for everyone and ensure our recruitment practises are inclusive.



Our continued drive to address this is reflected in results which show that a higher proportion of our female employees are in receipt of a bonus than their male counterparts (65.9% vs 61.9%). Also, the median bonus paid to female employees is 25% higher than that paid to our male employees.

We're committed to providing equal opportunities and increasing the diversity of our workforce. It is our policy to ensure equal opportunities for all employees, and we have equal opportunity and diversity policies in place.

I confirm that all of the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Justin Scarborough

Managing Director

TradeChoice Carpet & Flooring

March 2024