



**Topps Tiles** PARKSIDE

**PROTILERTOOLS** Tile Warehouse

**Topps Group Gender Pay Report 2022**



# Topps Group Gender Pay Report 2022

Topps Tiles Plc (Topps Group) is the leading tile retailer in the UK.

The Group has grown considerably since the first Topps Tiles store, which opened in Manchester in 1963 and now trades from more than 300 UK locations including 33 superstores and 14 clearance stores. Now it also caters to the commercial market via Parkside Architectural Tiles and has two online pure play brands – Pro Tiler Tools, aimed at trade customers and contractors, and Tile Warehouse for value-conscious homeowners.

At Topps Group we passionately believe that great people make a great company. Through our Leading People strategy, we aim to attract, grow and reward diverse teams of people who are highly capable, highly engaged and who work together for the success of the Group.

In our 2021 report we reported across two entities, Topps Tiles UK Ltd., our Retail business which is where most of our colleagues work and Topps Tiles Plc which covers the remainder of the business. In September 2021 we aligned into one legal entity, Topps Tiles UK Ltd (TTUK).

For the purposes of this report, we will use the word Group to refer to all colleagues in TTUK and to enable clarity and comparison against last year's report we will also show the retail-specific results. Retail is a core part of our Group and where the majority of our colleagues work.

I confirm that the gender pay and bonus gap calculations and the data provided for Topps Tiles UK Ltd., are accurate.

Linda Sleath  
**Group HR Director**



## Gender Pay Gap reporting explained

Gender Pay Gap legislation requires any employing entity with 250 employees or more to publish their mean and median gender pay bonus gaps.

A gender pay gap is concerned with the difference in the average pay between male and female colleagues over a period of time regardless of their roles. Equal pay is the pay difference between different people who carry out the same or similar jobs.

## How we calculate Gender Pay Gap

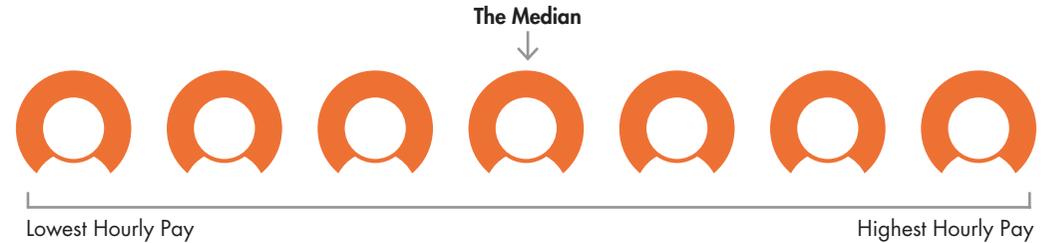
### MEAN

The mean is calculated by taking the average pay of all our male employees and compare this to the average pay of our female employees.



### MEDIAN

If we were to line up our male and female employees separately from the lowest to the highest paid then the pay of the employee in the middle is the median. The median pay gap is the difference between the middle male employees and female employees.



Our Gender Pay Gap is the difference in the hourly pay for male and female colleagues during the pay period that included the snapshot date of 05 April 2022.

## Key figures for Topps Group

### GROUP COLLEAGUES:

Male 1266

Female 455 (26.4%)

### RETAIL COLLEAGUES ONLY:

Male 984

Female 334 (25.3%)

## Our Gender Pay Gap results

Our 2022  
**MEDIAN**  
pay gap for the  
GROUP is  
**2.1%**

Our 2022  
**MEAN**  
pay gap for the  
GROUP is  
**8.8%**

This compares favourably  
with the UK average  
**MEDIAN** pay gap of  
**14.9%**  
and the UK average  
**MEAN** pay gap of  
**13.9%**

Our 2022  
**MEDIAN**  
pay gap for  
RETAIL is  
**2.2%**

**3.6%** in 2021

Our 2022  
**MEAN**  
pay gap for  
RETAIL is  
**3.8%**

**5.8%** in 2021

This compares favourably  
with the UK RETAIL average  
**MEDIAN** pay gap of  
**8.5%**  
and the UK RETAIL average  
**MEAN** pay gap of  
**13.5%**

## Our Gender Bonus Gap

Below shows the percentage of colleagues receiving a bonus in 2022 across **Group colleagues**:

**Male** **93.7%**

**Female** **93.6%**

Below shows the percentage of colleagues receiving a bonus in 2022 across **Retail colleagues**:

**Male** **96.3%**

**Female** **95.5%**

Our 2022 **MEDIAN** bonus gap for the **GROUP** business is **16.5%** and our **MEAN** bonus gap is **23.9%**

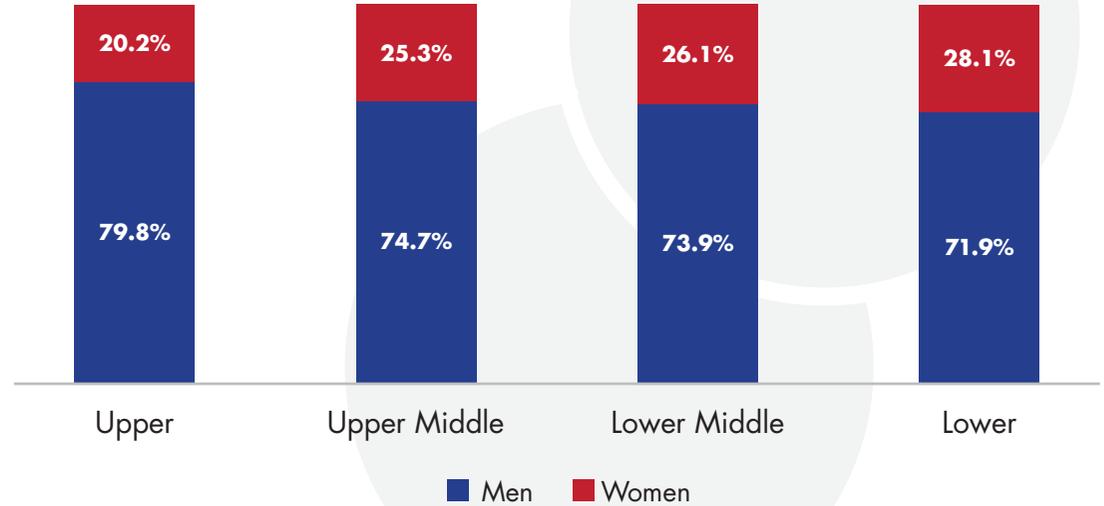
Our 2022 **MEDIAN** bonus gap for our **RETAIL** business is **17.8%** and our **MEAN** bonus gap is **19.5%**

The numbers of males and females earning a bonus across the whole business are almost the same and we ensure that all colleagues in our business have the opportunity to earn pay irrespective of their role and these form an important part of our reward offer.

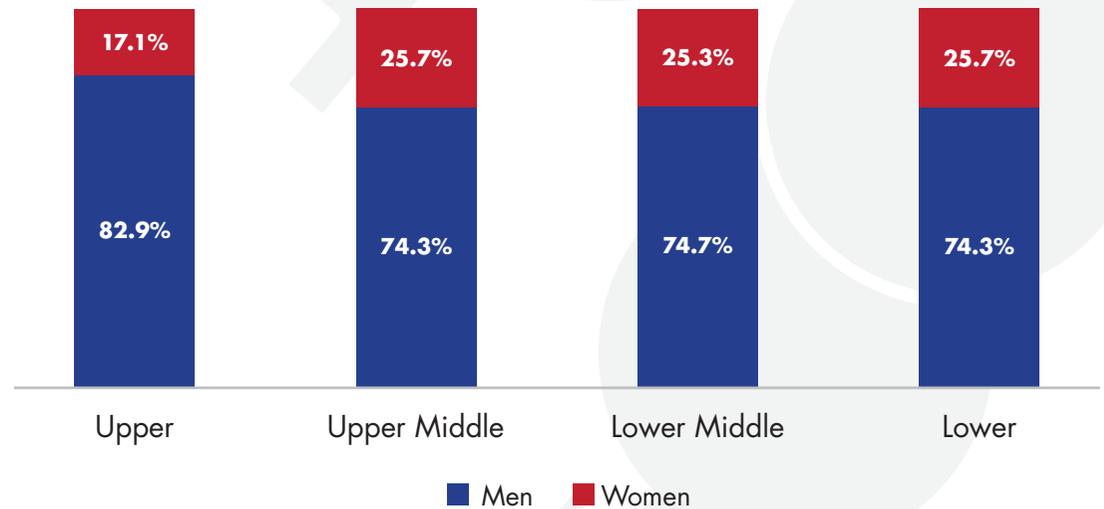
## Pay Quartiles by Gender

The graphs below show the % of men and women in each quartile pay band:

### GROUP PAY QUARTILES



### RETAIL PAY QUARTILES



## Understanding our 2022 results

At Topps Tiles UK Ltd., we ensure that we review our reward offer on an annual basis to ensure we are competitive and equitable for all our colleagues irrespective of gender. We are pleased at the progress we continue to make while recognising there is more we want to do as part of our wider inclusion and diversity plans.

A key highlight in 2022 is an increase in females in management roles within our retail business by +4.3% on the 2021 report. We have also seen our overall female population increase +2% versus 2021 in retail; and 70% of our 304 stores have at least one female colleague in store.

This is reflected in our positive shifts in the pay quartiles.

We are also seeing an increase in the number of females in senior leadership across the whole business versus 2021 and this forms part of the focus for 2023 by ensuring we have role models and mentoring for our emerging and aspiring female leaders.

As a business we continue to review policies and procedures, but we have focused on ensuring we are collating robust and meaningful diversity data and understanding where it focuses our efforts. This has been essential in our planning to bring our inclusion and diversity agenda to life for launch in the second half of 2023.

## Where our focus lies in the year ahead

### Our Inclusion & Diversity Action Plan:

- I&D will be a core commitment for all senior leaders and middle managers
- Launching our ID Board to actively engage and involve our colleagues
- Share our I&D measures for Topps Group
- Further development of data collection to help understand how our teams identify
- Build the I&D capability of all Line Managers
- Review our colleague policies and processes to ensure they are inclusive
- Celebrate our successes.

As an Executive team we are committed to ensure we create an authentic and sustainable inclusive business.

