

At Topps Tiles we believe that having great people helps to create a great company. To successfully provide our customers with great inspiration, advice and service on their projects we aim to recruit, develop and retain diverse teams of people. We are committed to ensuring that all our roles are filled by the best candidate, irrelevant of gender, background or any other factor.

### What is gender pay?

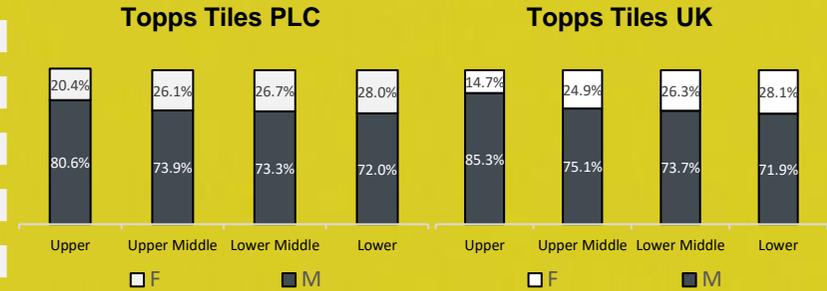
Gender pay gap legislation requires any employing entity with 250 employees or more to publish their gender pay for these employees. At Topps Tiles, we have one main employing entity - Topps Tiles UK Ltd – which covers all our store employees (c1,300) which we legally have to report on, however, all our employees (c1,700) are part of Topps Tiles plc which we are also choosing to report on here.

**Gender pay is different from equal pay.** Gender pay compares the average earnings of all male colleagues versus all female colleagues, irrespective of their individual role or seniority, whereas equal pay compares the pay a man and a woman both receive when doing the same or similar job. At Topps Tiles, we review all reward packages regularly to ensure we have fairness across all colleagues.

**Our median gender pay gap is now 2.7% and remains significantly lower than the (UK average\* 15.4%)**

### Pay quartiles

The pay rates ranked from the highest to lowest and split into four equal sized groups, with the percentage of men and women in each quartile.



### Our gender pay gap

The difference in the hourly pay for women compared to men in the pay period that included the snapshot date (5<sup>th</sup> April 2021)

	Topps Tiles plc	Topps Tiles UK Ltd
Mean pay gap	11.4%	5.8%
Median pay gap	2.7%	3.4%

Due to the Covid-19 pandemic, it is not statistically relevant to compare this year's report to last year as we operated in such exceptional circumstances. We believe the following factors play a role in the difference between pay between men and women at Topps Tiles:

- Length of service for our female colleagues is shorter on average than their male counterparts.**
  - There continues to be a correlation between length of service and pay, Female employees over index in only the 3 years or less band of service and are less present at all other levels of tenure.
- Part time roles remain predominantly female**
  - 22.1 % of all female colleagues are P/T vs 11.2% of all male colleagues. Both demographics have increased in this area, however.
- More senior roles remain predominantly male**
  - 80.2% of our roles at Store Manager level and above are currently filled with a male colleague across the group. However, this is lower than in previous years.

### Our gender bonus gap

The difference in all bonuses received in the 12 months prior to the snapshot date (5 April 2021), by women and men employed at 5 April 2021).

	Topps Tiles plc	Topps Tiles UK Ltd
Mean bonus pay gap	21.5%	15.5%
Median bonus pay gap	24.5%	15.5%
% of men / women receiving a bonus	M = 97.5% F = 96.8%	M = 99.6% F = 99.4%

Bonus and incentives are an important part of the reward package we offer, and all our colleagues have the opportunity to earn market leading bonus and incentives, irrespective of their role. Our bonus gap figures are influenced by:

- The number of females vs males in senior roles**
  - Similar to many companies, our bonus opportunity increases with seniority. In recent years, the number of female leaders has increased at Topps Tiles, and we maintain our commitment to fair and merit-based recruiting practices.
- Individual sales and store performance.**
  - Colleague bonuses and incentives are directly linked to how they and their store perform.
- Part time colleagues and new hires.**
  - The calculations are not pro-rated for hours worked, or length of service in the period year and it therefore takes time to build and realise their bonus opportunity.

### Addressing our gender pay gap

The nature of our business has historically attracted more male colleagues than the overall retail sector, however over the past few years we have taken several steps to further improve our employee diversity by:

- Continuing to focus on our employer brand** using LinkedIn and Glassdoor to give potential colleagues more insight into what it is like to work at Topps. We aim to continue that work.
- Maintaining our market leading bonus and incentive opportunities for all colleagues**
- Ongoing improvements in our working practices and policies supporting all colleagues:**
  - Launching our Diversity & Inclusion** plans across the Group with a focus on Gender.
  - Continuing to offer retail leading family friendly policies** - to help colleagues take time out of work to raise a family. We also offer colleagues the option to take a further week's unpaid holiday in addition to their existing holiday entitlement

All these steps have helped to increase our female representation across our business, for example:

- 25.4% of our colleagues are female**
- 73.7% of our store teams have at least one female in store and has remained in this region for the past few years**
- Increasing the number of females in our senior leadership roles**

Linda Sleath – HR Director, Topps Tiles