



TOPPS GROUP

Gender Pay Gap Report

2023

Topps Group Gender Pay Report 2023

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

Since the first store opened in Manchester in 1963, our omni-channel Topps Tiles brand now trades from more than 300 UK locations, including 41 superstores and 14 clearance stores, and a multiple award-winning website. Topps Group also caters to the commercial market via Parkside Architectural Tiles and has two online pureplay brands – Pro Tiler Tools, aimed at trade customers and contractors, and Tile Warehouse for more budget-conscious homeowners. In September 2021 we aligned into one legal entity, Topps Tiles UK Ltd (TTUK).

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

In this report, “Group” refers to all colleagues, and to enable clarity and comparison against last year’s report, we will also show our 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 Group are accurate.

Robert Parker
Chief Executive



GENDER PAY GAP REPORTING EXPLAINED

Gender Pay Gap legislation requires any employing entity with 250 colleagues 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

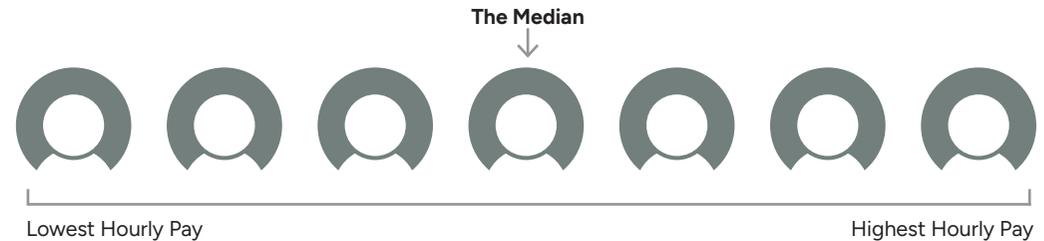
The mean is calculated by taking the average pay of all our male employees and compare this to the average pay of our female employees.

$$\begin{array}{c}
 \text{F} + \text{F} + \text{F} + \text{F} \\
 \hline
 \text{Total Hourly Rate Of All Females} \\
 \text{Number Of Females} \\
 = \text{Mean (Average) Hourly Pay Females}
 \end{array}$$

$$\begin{array}{c}
 \text{M} + \text{M} + \text{M} + \text{M} \\
 \hline
 \text{Total Hourly Rate Of All Males} \\
 \text{Number Of Males} \\
 = \text{Mean (Average) Hourly Pay Males}
 \end{array}$$

MEDIAN

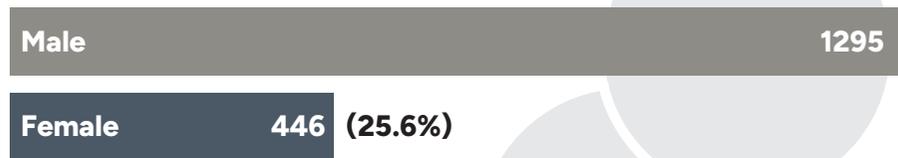
If we were to line up our male and female employees separately from the lowest to the highest paid then the pay of the employee in the middle is the median. The median pay gap is the difference between the middle male employees and female employees.



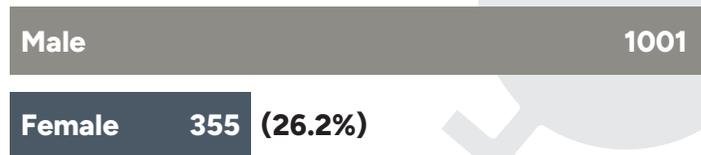
Our Gender Pay Gap is the difference in the hourly pay for male and female colleagues during the pay period that included the snapshot date of 05 April 2023.

KEY FIGURES FOR TOPPS GROUP

GROUP COLLEAGUES:



RETAIL COLLEAGUES ONLY:



OUR GENDER PAY GAP RESULTS

RETAIL = Colleagues working in Topps Tiles stores (73.3% of Group)

Our 2023 **MEDIAN** pay gap for the GROUP is **2.4%**

Our 2023 **MEAN** pay gap for the GROUP is **6.5%**

This compares favourably with the UK average **MEDIAN** pay gap of **14.3%** and the UK average **MEAN** pay gap of **13.2%**

Our 2023 **MEDIAN** pay gap for RETAIL is **2.3%**

2.2% in 2022

Our 2023 **MEAN** pay gap for RETAIL is **2.5%**

3.8% in 2022

This compares favourably with the UK RETAIL average **MEDIAN** pay gap of **7.3%** 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 2023 across **Group colleagues**:

Male	93.8%
Female	93.7%

Below shows the percentage of colleagues receiving a bonus in 2023 across **Retail colleagues**:

Male	96.9%
Female	96.6%

Our 2023 **MEDIAN** bonus gap for the **GROUP** business is

14.6%

and our **MEAN** bonus gap is

27.4%

In 2023 our **RETAIL** business the **MEDIAN** bonus gap is

16.1%

and **MEAN** bonus gap is

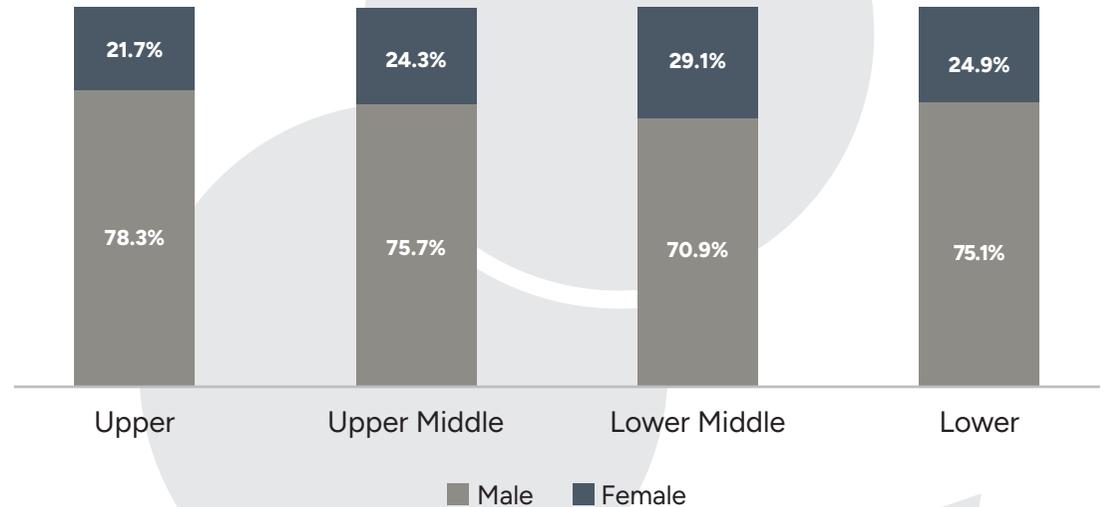
19.8%

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.

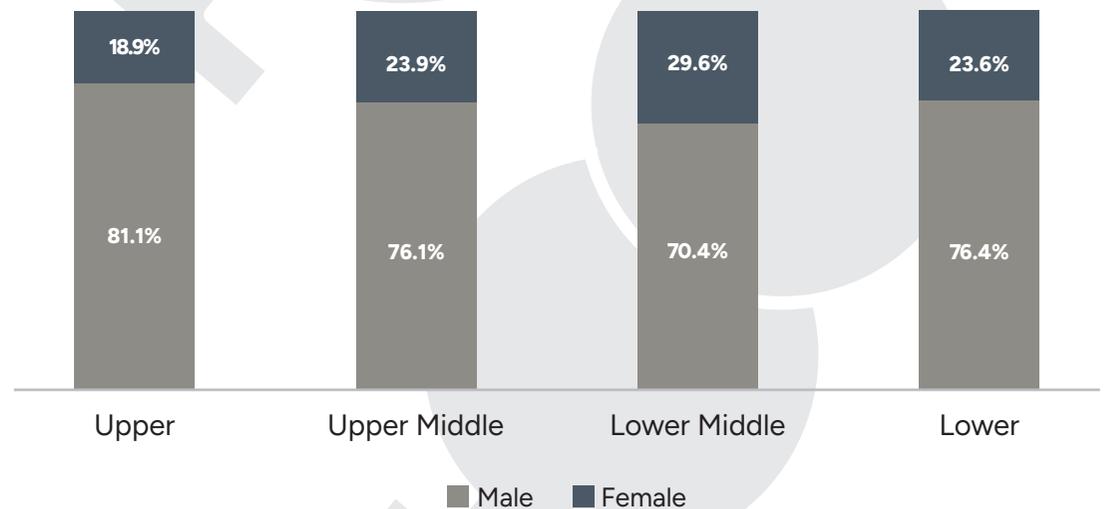
Pay Quartiles by Gender

The infographics below shows the % of males and females in each quartile pay band:

GROUP PAY QUARTILES



RETAIL PAY QUARTILES



Understanding our 2023 results

At Topps Group, we review our total reward offering on an annual basis to ensure it is equitable for all our colleagues, irrespective of gender. We are pleased at the progress we continue to make while recognising there is more to do as part of our wider focus on diversity, equity, and inclusion.

We continue to find that female representation within retail store management is increasing, with an uplift of 0.7% since 2022 in Store Manager and Deputy Manager roles.

Our most successful stores have more female colleagues than the same period last year. These stores tend to allow better bonus opportunity as well as higher bands of pay, particularly in store management where we've seen a 50% increase in female headcount in our top stores. The recipient of the highest bonus in our retail stores in 2023 was female.

We have also seen a proportional increase in females in senior management roles since 2021. With a population of 25.6% females across the whole group, as of April 2023, we have 23% females represented in senior management level roles, which is almost proportionate to the population split within the Group. This lends itself to our continued ongoing focus 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 have robust and meaningful diversity data, understanding what it means and where we need to further develop. This was essential in our planning to bring our Diversity, Equity, and Inclusion plan to life.

Where our focus lies in the year ahead

Our Diversity, Equity and Inclusion (DE&I) Action Plan:

- DE&I will be a core commitment for all senior leaders and middle managers
- Creation of DE&I targets for senior leaders
- Further development of data collection to help understand how our teams identify with regard to gender and ethnicity
- Build the DE&I capability and understanding of all line managers
- Launch our DE&I Board to actively engage and involve our colleagues
- 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.

