



TOPPS GROUP

Gender Pay Gap Report

2024

Topps Group Gender Pay Report 2024

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 across the UK including multiple Clearance Stores, Superstores and via their 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.

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 previous year’s, 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.

Joanne Shawcroft
HR Director



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

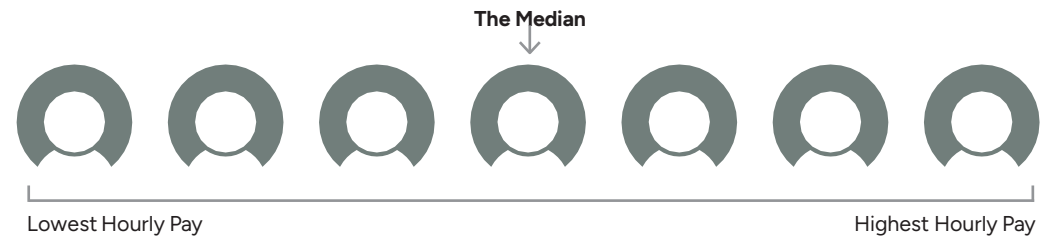
The mean is calculated by taking the average pay of all our male employees and compare this to the average pay of our female employees.

$$\text{F} + \text{F} + \text{F} + \text{F} = \frac{\text{Total Hourly Rate Of All Females}}{\text{Number Of Females}} = \text{Mean (Average) Hourly Pay Females}$$

$$\text{M} + \text{M} + \text{M} + \text{M} = \frac{\text{Total Hourly Rate Of All Males}}{\text{Number Of Males}} = \text{Mean (Average) Hourly Pay Males}$$

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 2024.

KEY FIGURES FOR TOPPS GROUP

GROUP COLLEAGUES:

Male 1301

Female 449 (25.7%)

RETAIL COLLEAGUES ONLY:

Male 1016

Female 353 (25.8%)

OUR GENDER PAY GAP RESULTS

RETAIL = Colleagues working in Topps Tiles stores (78.2% of Group)

Our 2024
MEDIAN
pay gap for the
GROUP is

1%

Our 2024
MEAN
pay gap for the
GROUP is

4.1%

This compares favourably
with the UK average
MEDIAN pay gap of
13.1%
and the UK average
MEAN pay gap of
13.8%

Our 2024
MEDIAN
pay gap for
RETAIL is

0.9%

2.3% in 2023

Our 2024
MEAN
pay gap for
RETAIL is

1.8%

2.5% in 2023

This compares favourably
with the UK RETAIL average
MEDIAN pay gap of
7.4%
and the UK RETAIL average
MEAN pay gap of
13.4%

Our Gender Bonus Gap

Below shows the percentage of colleagues receiving a bonus in 2024 across **Group colleagues:**



Below shows the percentage of colleagues receiving a bonus in 2024 across **Retail colleagues:**



Our 2024 **MEDIAN** bonus gap for the **GROUP** business is **3.1%** and our **MEAN** bonus gap is **19%**

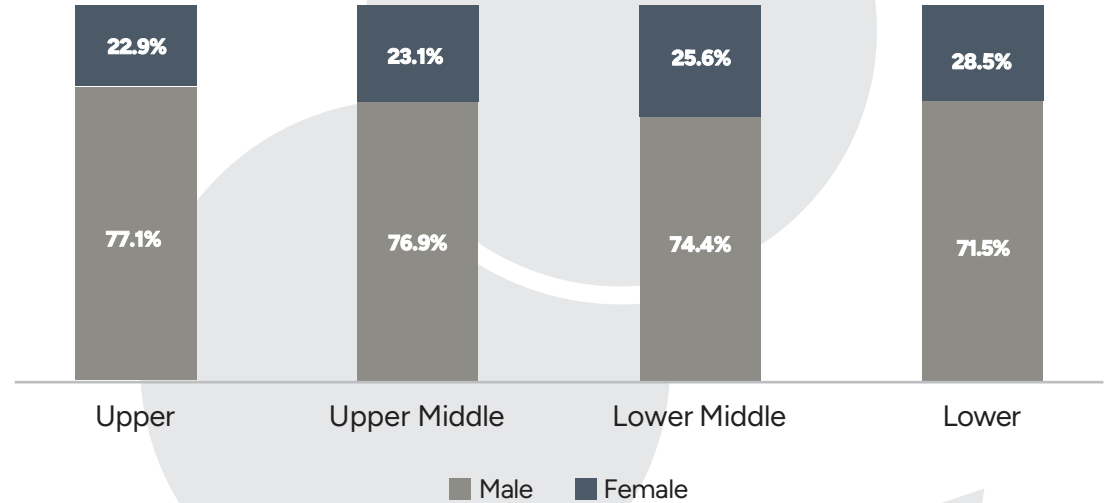
In 2024 our **RETAIL** business the **MEDIAN** bonus gap is **6.4%** and **MEAN** bonus gap is **11.1%**

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.

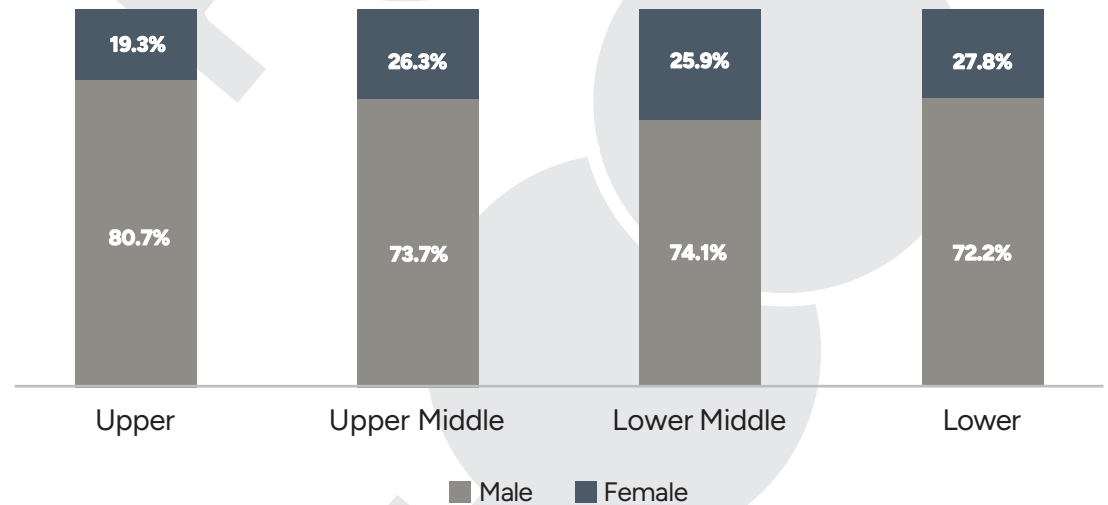
Pay Quartiles by Gender

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

GROUP PAY QUARTILES



RETAIL PAY QUARTILES



Understanding our 2024 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 2023 in Store Manager and Deputy Manager roles. This is around 1.5% more compared to 2022.

Compared to 2023, average length of service of a female Deputy Manager has increased by 0.6 years from 6.2 years to 6.8 years, whereas the Male equivalent remains at 7.1 years. Relative to their male counterparts female Deputy Managers are gaining more experience, therefore alongside our future development programmes this will help to support a future pipeline of female Store Managers.

We have seen a proportional increase in females in senior management roles across the Group since 2021. With a population of 25.7% females in the group, as of April 2024, we have 26.7% of females in senior management level roles, which almost aligns with the population split within the Group.

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.

We are committed to creating an authentic 'One Topps' culture, where our colleagues feel included and supported regardless of who they are or where they are from.

We are reviewing our inclusion strategy to ensure it is meaningful and relevant to our business. Our key focuses for the upcoming year are:

- Understanding our data and insight. Creation of DE&I targets for senior leaders
- Inspiring our leaders through ongoing education and training to promote awareness, understanding and advocacy of DE&I
- Implementing change through meaningful measurable goals
- Providing a safe space for colleagues to share their experiences
- Regularly reviewing our progress towards creating an inclusive workplace



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