

TJ Morris Ltd (Home Bargains) – Gender Pay Gap 2021 – Written Statement

This is our annual gender pay gap report for the snapshot date of 5 April 2021.

- Our mean gender pay gap is 9.0%.
- Our median gender pay gap is 7.8%.
- Our mean gender bonus gap is 35.7%.
- Our median gender bonus gap is 25.0%.
- The proportion of male employees receiving a bonus is 22.2% and the proportion of female employees receiving a bonus is 17.1%.

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

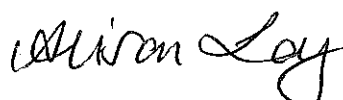
Band	Males	Females	What is included in this band?
A	28.9%	71.1%	All employees whose standard hourly rate is within the lower quartile
B	36.2%	63.8%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	38.7%	61.3%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	46.1%	53.9%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Alison Long, People Director, confirm that the information in this statement is accurate.

Signed



Date: 1st April 2022