

## GENDER PAY GAP

REPORT 2024

### Our Data



This report details our gender pay gap data for the 12 months to April 2024. The gender pay gap shows the difference in the average hourly rate of pay for men and women.

It is not the same as equal pay, which requires men and women in the same job in the same organisation to be paid equally. Our hourly paid colleagues performing the same roles receive the same hourly base rate regardless of their gender.

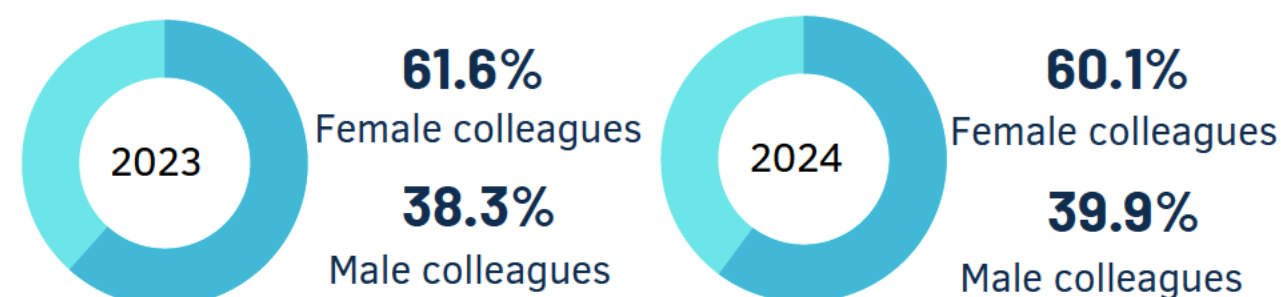
We look at mean (average) and median (middle) pay difference between men and women. We also report the bonus gender pay and the proportion of men and women who receive a bonus, as well as the distribution between genders across pay quartiles.



### Our Gender Split



Similarly to the wider retail sector, we employ more women overall than men although, the number of male colleagues has increased since 2023.



### Pay Gap

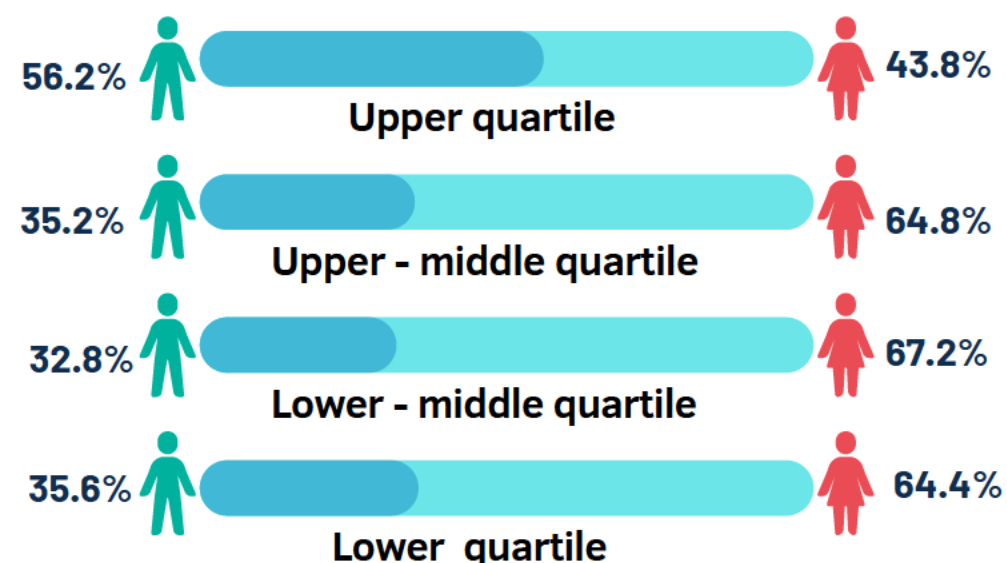
Our average (mean) pay difference between male and female colleagues decreased from 10.7% in 2023 to 9.8% in favour of men. For every £1 a man earns, a woman will earn 90p.

Mean **9.8%** ↓ Median **0.1%** ↑

Our median gender pay gap increased by 0.1% compared to 2023 data. In the median calculations both the median female and the median male are Store Team Members on the same rate of pay. Our median male had received a recognition award creating a small median increase.

### Gender split by quartiles

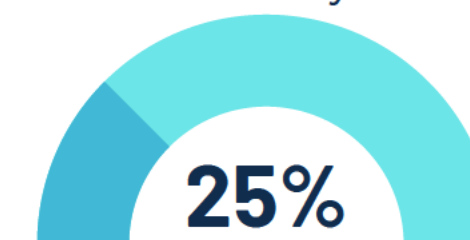
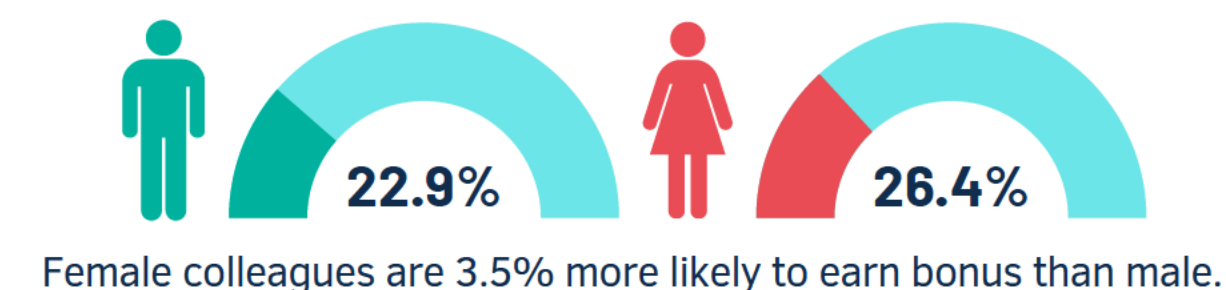
The quartiles show the gender breakdown by hourly pay and are calculated by splitting the business into four equal sections.



### Bonus Gap



Bonus calculations included our colleague recognition schemes alongside management bonus and incentive schemes.



Of colleagues have received a bonus.

### Bonus Pay Gap

Our mean bonus pay gap has decreased by 9.5% since 2023 and is 72% in favour of men.

Mean **72%** ↓ Median **0%** ↔

We have no median bonus pay gap again in 2024.

At Home Bargains, we are committed to creating a workplace where everyone, regardless of gender, has an equal opportunity to succeed.

We continue to focus on our areas of opportunities highlighted by this data.

Head of People, TJ Morris Ltd  
(T/A Home Bargains)