

TJ Morris Ltd (Home Bargains) – Gender Pay Gap 2025 – Written Statement

This report details our gender pay gap data for the 12 months to 5 April 2025. The gender pay gap percentages 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. The base hourly rate is consistent for all our colleagues doing the same job, regardless of 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.

Pay Gap

- Our mean gender pay gap is 9.6%.
- Our median gender pay gap is 0.1%.

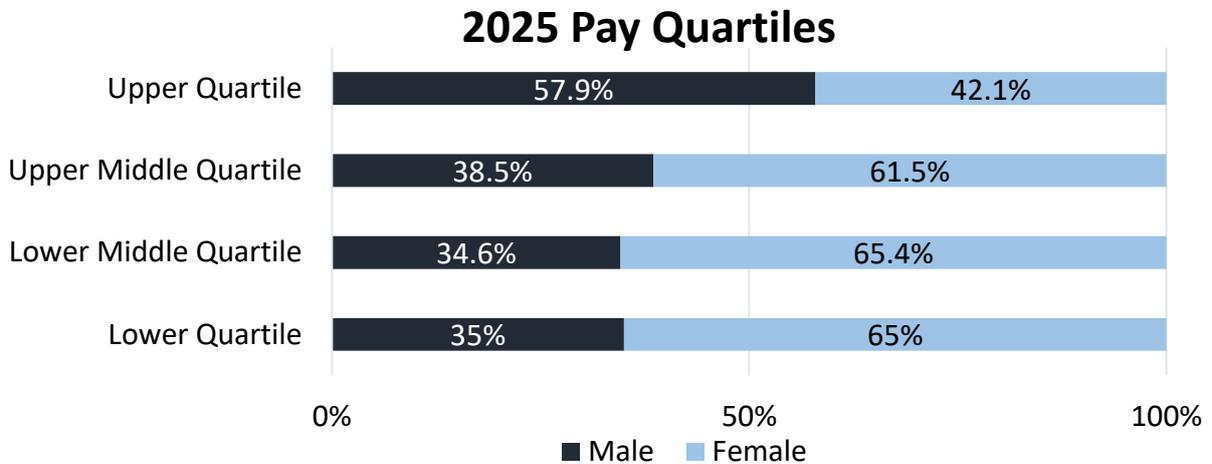
Bonus Pay Gap

- Our mean gender bonus gap is 75.7%.
- Our median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 23% and the proportion of female employees receiving a bonus is 27%.

Gender split by pay quartiles

This graph shows our workforce divided into four equal-sized groups (quartiles) based on hourly pay rate and highlights the proportion of male and female full-pay relevant colleagues in each quartile.

Upper Quartile includes the highest-paid 25% of colleagues and Lower Quartile covers the lowest-paid 25%.



Our gender pay gap is calculated in line with the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Tracy Hunt, Logistics & People Director, confirm that the information in this statement is accurate.

Our commitment to creating fair and supportive working environment remains a priority. The opportunities highlighted by this year's report will guide our ongoing efforts and initiatives to address them.

Signed:

Date:

18.03.26