

**OUR REPORTABLE DATA**

**SALARY DIFFERENCE BETWEEN MALES & FEMALES**

*Average hourly pay is defined as the difference in the average pay for all men vs the average pay for all women, given as a percentage of the average male amount*

<b>MEAN</b>	19.4%	<b>MEDIAN</b>	28.0%
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**SALARY QUANTILES**

*Quantiles are ordered by individual hourly pay, split into four groups of the same size by headcount*

	<b>MALE</b>	<b>FEMALE</b>		<b>MALE</b>	<b>FEMALE</b>
<b>LOWER QUARTILE</b>	38%	62%	<b>LOWER MID</b>	44%	56%
<b>UPPER MID</b>	71%	29%	<b>UPPER QUARTILE</b>	72%	28%

**BONUS DIFFERENCE BETWEEN MALES & FEMALE**

<b>MEAN</b>	40.0%	<b>MEDIAN</b>	43.0%
<b>MALE ELIGIBILITY:</b>	97.0%	<b>FEMALE ELIGIBILITY</b>	95%

**What does our data tell us?**

- Our gender pay gap (hourly pay) is the lowest differential we have reported in the seven years since the legislation was introduced, this is a result of the actions we have taken.
- Our total population is 169 (59%) men and 117 women. We have successfully attracted more women into our business through highlighting what women achieve in our business and the types of opportunities available. We track the diverse mix of candidates for all our recruitment campaigns. Job titles matter and we make changes to ensure there is clarity about what the role does. We highlight our culture through social media, highlighting why our people enjoy working at TGB and the development opportunities offered.
- We have independently reviewed all our recruitment and selection processes to ensure they are inclusive.
- Our emerging talent programmes are attracting a higher proportion of women with our graduate and student placement intakes at 60% female.
- We're delighted that we have achieved our goal of 30% of women in senior positions by 2030 ahead of schedule. We have therefore reviewed this target upward to achieve 40% of senior roles held by women by 2030.

**What progress have we made?**

- Our performance related pay process is designed to award a higher increase to those who are at the lower end of our salary ranges so they reach our benchmarked market rate quickly. As the measures we have taken to increase the proportion of women at TGB have taken effect, women are more likely to be newer in role, and therefore at the start of their grade. Typically, they would then be able to increase their pay through our clear and transparent pay and reward processes. Female representation is increasing year on year in the top 3 quartiles and decreasing in the bottom quartile
- We check our appraisal ratings each year to ensure people are treated fairly and consistently. We review our population based on gender to make sure there are no differences in ratings, other than those expected by performance/time in role.
- We don't differentiate eligibility for bonuses, everyone who is in post at the eligibility date is included.

**What's Next?**

- We are introducing allyship training to all our employees, focused on how we can all take positive action to be consciously inclusive and creating an environment where everyone is able to be their true self at work
- We will continue to review our internal data and explore differences between internal employee groups so we tailor the actions we take that will make the most difference to the employee experience, our attractiveness as an employer for diverse talent.

The information in this report comes from a data snapshot taken on 6<sup>th</sup> April 2023. This information is certified as a fair and accurate representation of TGB's Gender Pay Gap.

**Richard Balshaw**

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