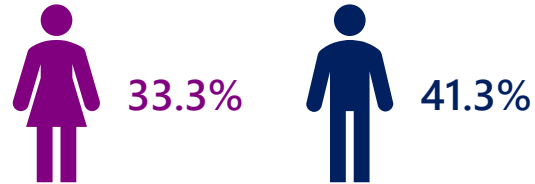


Gender Pay Gap Report 2021

Total Employees: 252



Proportion of males & females receiving a bonus payment



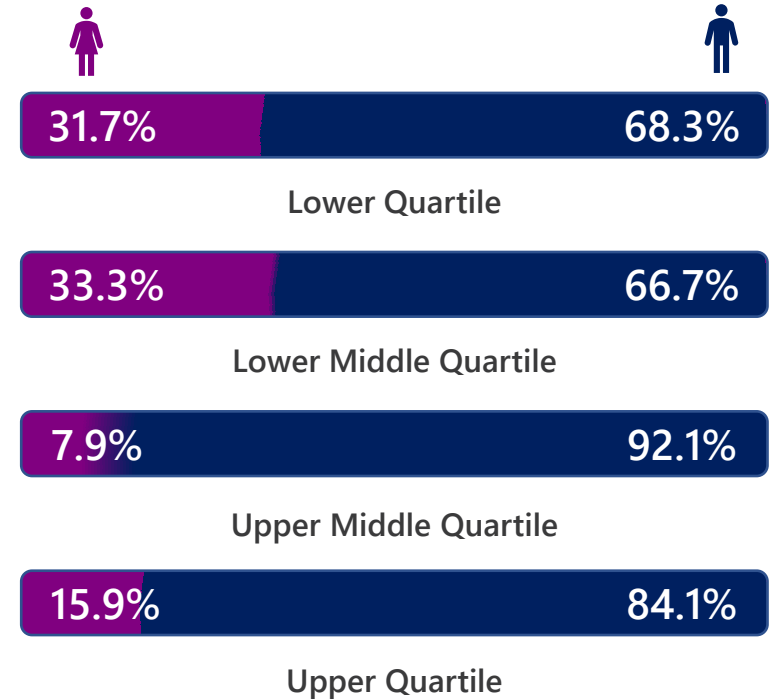
Mean Gender bonus gap:
-4.1%

Median Gender bonus gap:
40.0%

Mean Gender pay gap:
20.7%

Median Gender pay gap:
29.3%

Proportion of males & females in each quartile band



Gender Pay Gap Report 2021

The gender pay gap has been defined as the difference between the average hourly earnings of all male and female employees in the workforce. Gender pay reporting is distinct from equal pay, which is more specific and, rightly, aimed at ensuring that men and women are paid the same for carrying out work of equal value. We are confident that TSG employees with the same experience, capability and performance are paid equally for doing the same jobs. Additionally, we recruit and promote people based upon those criteria, irrespective of their gender.

Like all businesses, our gender pay gap is driven by the structure of our workforce. There are certain roles and departments within the company which tend to attract employees of one gender. The distribution of gender throughout TSG tends to mirror our industry sector as a whole – this year women make up 22% of our reportable workforce.

Due to the significant impact furlough had on our 2020 data, the most meaningful comparison to use is when reviewing the data for the 2019 year. It is great to see that our mean gender pay gap and mean and median bonus pay gaps have all significantly reduced when looking at 2019 data versus 2021 data.

We pride ourselves in taking a flexible and supportive approach to all members of the TSG team and continue to regularly review our policies, practices, training and development to ensure we are fully supporting all employees in both their personal and professional lives.

We are keen to attract more female talent into the business and will continue to work on this going forward.

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Rory McKeand
CEO
April 2022

