



**TSG Ltd 2017  
Gender Pay  
Report**



In 2018, for the first time UK companies with over 250 employees are required to report on their gender pay gap.

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 - indeed women make up just **25%** of our reportable workforce. Historically, but things are changing, men are more likely than women to be employed in more senior roles. In addition, men are more likely to be employed in technical and sales roles, which tend to attract higher rates of pay and bonus potential.

When you drill into the detail at TSG of the 127 roles contained within the reportable data, 21 have a split of both male and female employees. Of these 21 roles, over half show a gender pay gap within those roles in favour of women. Generally, the differences are within 15% either way and in the couple of instances where a larger gap exists, there are understandable reasons which have now been addressed.

As a final word, at TSG we are committed to fair recruitment and reward processes. We continue to regularly review our policies, practices, training and development to ensure we are supporting all employees as best we can in both their personal and professional lives. We do not and will not treat our employees differently because of their gender.

**The data below shows:**

- Our mean and median gender pay gap (based on hourly rates of pay at a snapshot date of 5 April 2017) and bonus pay gap (based on bonuses paid over a 12-month period ending 5 April 2017).
- The proportion receiving bonus pay (based on bonuses paid over a 12-month period ending 5 April 2017).
- The gender distribution across 4 equally divided pay quartiles.

**Gender Pay Gap**

Mean (average) Gender Pay Gap: 28.1%

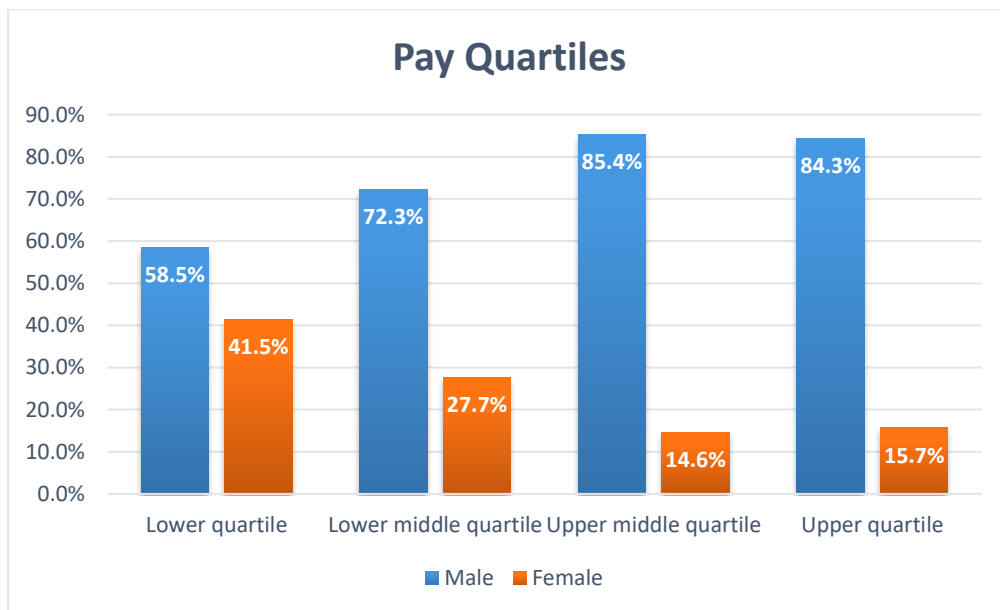
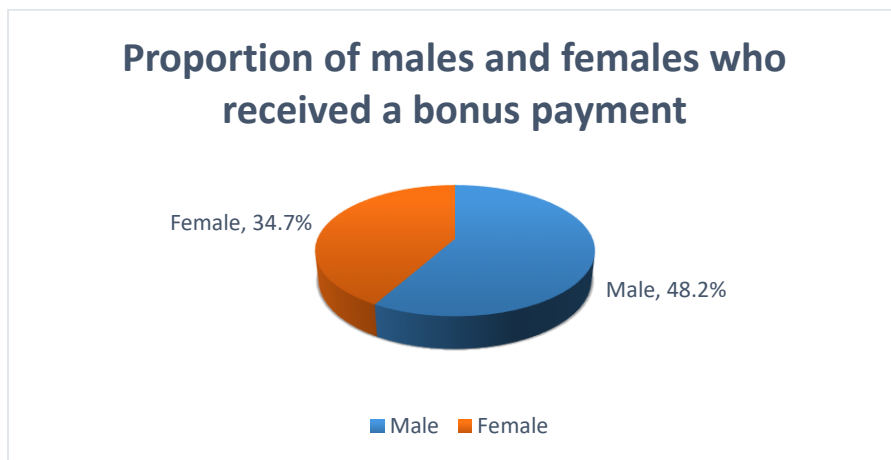
Median (mid-range) Gender Pay Gap: 26.9%

**Bonus Pay Gap**

Mean (average) Bonus Pay Gap: 40.5%

Median (mid-range) Bonus Pay Gap: -36.0%\*

\*a negative figure indicates a pay gap in favour of women



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

**David Stonehouse**

**Chairman & CEO**

**March 2018**