

## **GENDER PAY GAP SUMMARY (April 2017 - April 2018)**

**FINAL**

HHGL Limited (trading as Homebase) ("Homebase") has reviewed pay for all team members in England, Scotland and Wales, and this Summary outlines the pay differences between men and women in accordance with the requirements of the Equality Act (Gender Pay Gap Information) Regulations 2017.

Homebase employs almost an equal amount of men and women (51.1 per cent men and 48.9 per cent women) and remains committed to ensuring everyone has the same opportunities.

As at 5 April 2018, we identified a mean hourly pay gap of 9.9 per cent and a median hourly pay gap of 3.7 per cent, versus the UK national average in our industry of 18.4 per cent mean and 17.8 per cent median.

The Homebase pay gap is attributable to a greater proportion of men than women in the upper-quartile.

Within the reporting period, there remained no median or mean pay gap for team members in the lower, lower-mid and upper-mid quartiles.

We identified a mean bonus gap of 84.3 per cent and a median bonus gap of 97.4 per cent, which was attributable to commission-based payments. The total number of team members opting to remain in commission reduced, with a higher proportion of these roles being occupied by men.

We are committed to reducing the gender pay gap in our business and promoting a diverse workforce by educating our team on gender inequality and unconscious bias.

This statement was approved by the Board of Directors on 3 April 2019, the information was confirmed as accurate and was signed by Damian McGloughlin, Homebase's Chief Executive Officer.