

# Gender Pay Gap Review



# Introduction

- Tapi are pleased to publish their Gender Pay Gap Review as at the “snapshot” date of 5 April 2017
- Tapi operates under a culture of fairness and diversity and are committed to an environment where all our employees enjoy the opportunity to thrive and prosper
- We are confident that our male and female colleagues receive equal pay for equivalent jobs, and we will strive to continuously review and improve our Gender Pay Gap figures
- At 5 April 2017 our employee base comprised 338 staff of which 80% were male, and 20% were female

## Declaration

I confirm that the information and data reported herewith is accurate and complete as of 5<sup>th</sup> April 2017

A handwritten signature in black ink that reads "Martin Harris".

Martin Harris – Chief Executive Officer

# Tapi's Gender Pay Gap

At +9.3% our mean gap compares favourably with both the retail sector (+16.4%) and the UK (+17.4%) as a whole.

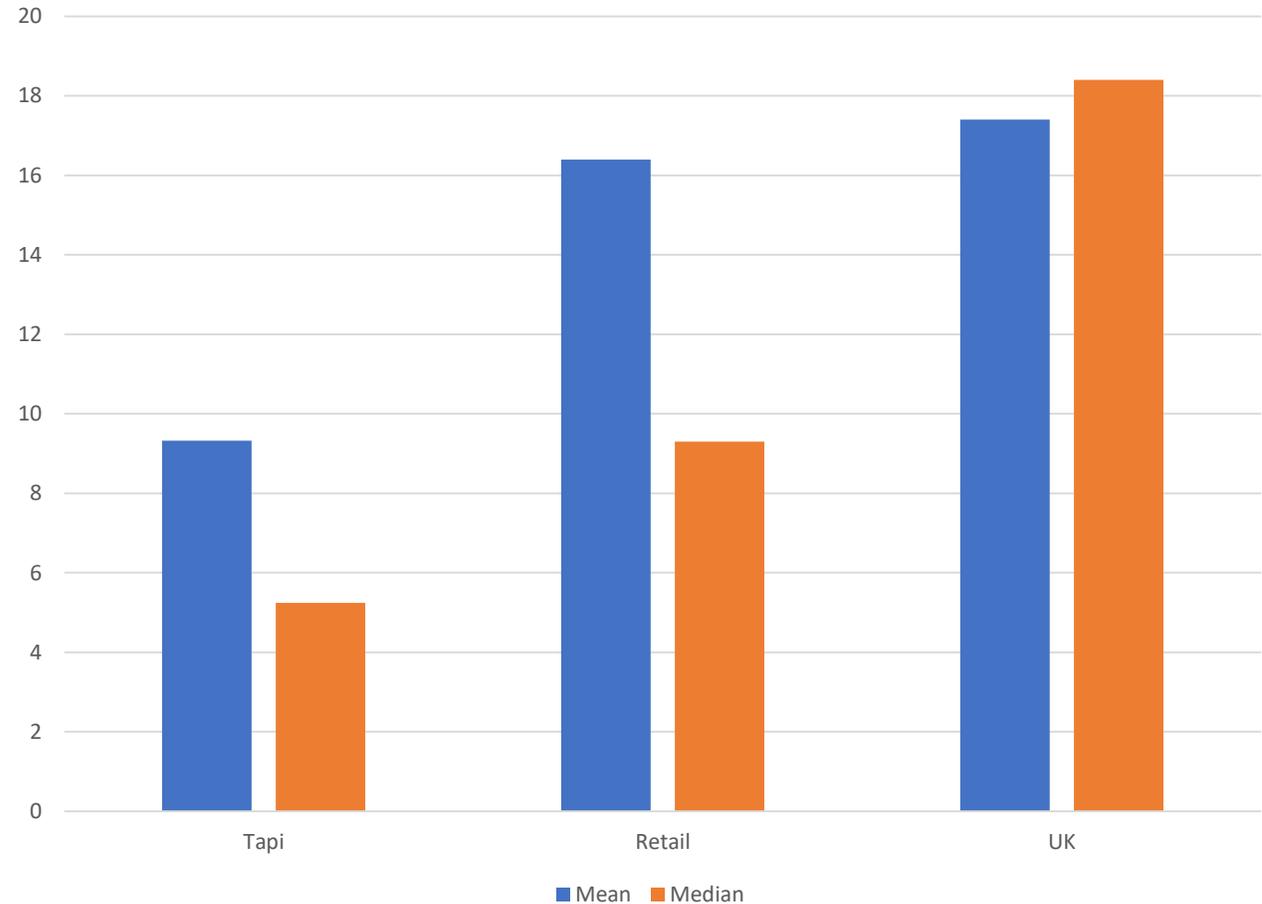
Our median gap at +5.2% also fares well against the comparable markers for our sector and the UK.

Whilst the fact that both these figures infer that men across our company earn more than women this is in a greater part due to a disproportionately larger percentage of males in the company, who also occupy the more senior roles.

Tapi is acutely aware of this disparity and is actively seeking to address this gap.

(Data for Retail and UK have been taken from the estimated ASHE gender pay gap tables 2017, as published by the Office for National Statistics)

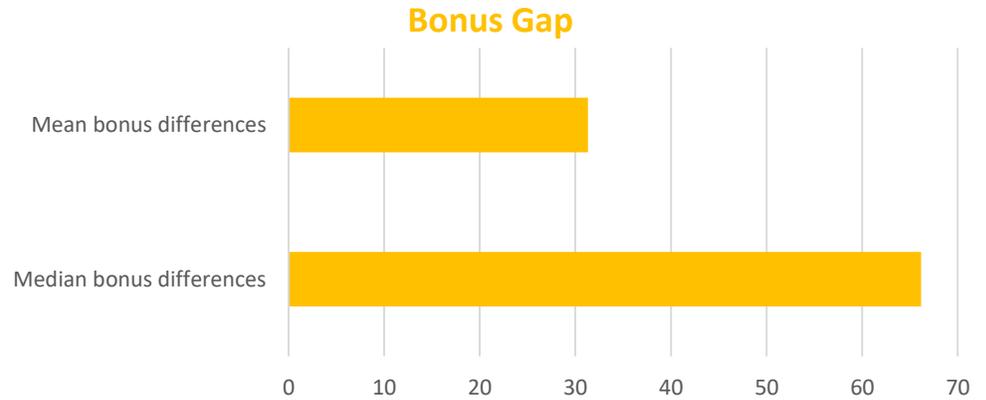
Gender Pay Gap Comparisons



# Tapi's Bonus Gap

Our bonus pay gap of 31% mean and 66% median is reflective of more men filling senior positions, particularly at store level.

Our commission based structure within our retail sales team, leads to higher earning potential among senior store staff.



Proportion of Employees Receiving Bonus Payments

	Number Of Employees Receiving Bonus Payments	% Of Employees Receiving Bonus Payments
Male	211	78%
Female	46	70%

# Gender Distribution by Quartile

	Male	Female
Upper Quartile	86%	14%
Upper Middle Quartile	82%	18%
Lower Middle Quartile	81%	19%
Lower Quartile	73%	27%