



SEE FLOORING  
DIFFERENTLY

# Gender Pay Gap

April 2024



At Tapi, we continue to build a company that places both colleagues and customers at the heart of everything we do.

We are committed to building an open and supportive culture which makes everyone feel welcome, respected and supported. Tapi encourages diversity and promotes equity in all areas and forms.

In an industry traditionally dominated by men, Tapi recognises the invaluable contributions of a diverse workforce. We understand the importance of breaking barriers and the value of bringing female talent into our business. That's why we're dedicated to promoting gender parity in pay, representation and access to opportunities.

Since our 2023 report, we are proud to report significant progress in narrowing our gender pay gap. Our mean gender pay gap has improved from 20.4% in 2023 to 10.4% in 2024, reflecting a positive shift towards greater equity in hourly pay across the organisation.

We have also focussed on our family leave policies in the last year. We recognise that providing robust family leave support is crucial in promoting gender equity. By ensuring that all colleagues, regardless of gender, have access to comprehensive and flexible family leave, we help remove career obstacles often disproportionately faced by women. This empowers our colleagues to balance work and family responsibilities effectively, contributing to closing the gender pay gap and supporting long-term career progression for everyone.

Jeevan Karir, CEO



# Ordinary Pay – Gender Pay Gap



Mean 10.4% and Median 13.6%

Our mean gap suggests that for every £1 a male colleague earns, a female colleague earns approximately 90p.

The quartile charts show the proportion of male and female colleagues distributed across Tapi in four equally sized groups that have been sorted by level of pay, from lowest to highest. The data reflects that our highest proportion of females are in the lower pay quartile at 31%. In the upper pay quartiles, the proportion of female colleagues is between 15-18%.

Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Male

Female

# Bonus Pay – Gender Pay Gap



Mean 41.3% and Median 51.7%

Our mean bonus pay gap is +41.3% while the median is +51.7%. In 2023 on store colleagues and field and however, we are pleased to report that we have a new scheme which will mean all colleagues will be eligible for a bonus in 2024.

The quartile charts show the proportion of male and female colleagues distributed across Tapi in four equally sized groups that have been sorted by level of bonus pay, from lowest to highest. The data reflects that our highest proportion of females are in the lower bonus pay quartile at 37%. In the other pay quartiles, the proportion of female colleagues is lower at between 8-14%.

Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Male

Female

# Understanding our Gap

The retail sector for carpets and flooring has historically drawn a larger proportion of male colleagues compared to females. Similarly, management positions within this realm have predominantly been occupied by men, often with the opportunity to earn commissions.

Both our mean and median bonus pay gap results show the difference between average bonus pay levels between men and women. This is predominantly influenced by the higher representation of males in store management positions. These roles offer eligibility for commission which crucial for driving sales and meeting our customer service objectives in our stores.

At Tapi Central, where female representation is higher (39%), previous reward systems were structured differently. The introduction of a new bonus scheme aims to level the playing field across the organization.



# Closing Our Gap

Tapi Carpets and Floors prides itself on being an inclusive company that endeavours to ensure all colleagues are treated equally. We are satisfied that our male and female colleagues receive equal pay for equivalent jobs however, we are committed to reviewing our gap and improving it year on year.

## Our Training

We remain dedicated to enhancing our training programs to foster greater awareness and understanding of equality and diversity.

We also continue to offer entry level training to assist us with bringing talent into the business who are new to the industry.

## Our Talent

We are committed to ensuring all colleagues are rewarded fairly and consistently. To this end, we have maintained our internal talent process, aimed at identifying, accelerating, and rewarding talent within our organization, with a particular emphasis on advancing diverse talent.

## Our Recruitment

We are dedicated to attracting a diverse array of colleagues, and to further this goal, since our transition to in-house, we continue to enhance our existing recruitment strategies, ensuring that every candidate and colleague has a fair and equal opportunity.

## Our Policies

We regularly review/update our policies and ways of working to ensure our growth continues to align with our inclusivity and diversity goals. We are committed to ensuring our ways of working promote a workplace where individual is valued and celebrated for their unique contributions.