

# Gender Pay Gap Review



# Introduction

- Tapi are pleased to publish their Gender Pay Gap Review as at the “snapshot” date of 5 April 2018
- 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 2018 our employee base comprised 501 staff of which 81% were male, and 19% were female

## Declaration

I confirm that the information and data reported herewith is accurate and complete as of 5<sup>th</sup> April 2018

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

Martin Harris – Chief Executive Officer

# Tapi's Gender Pay Gap

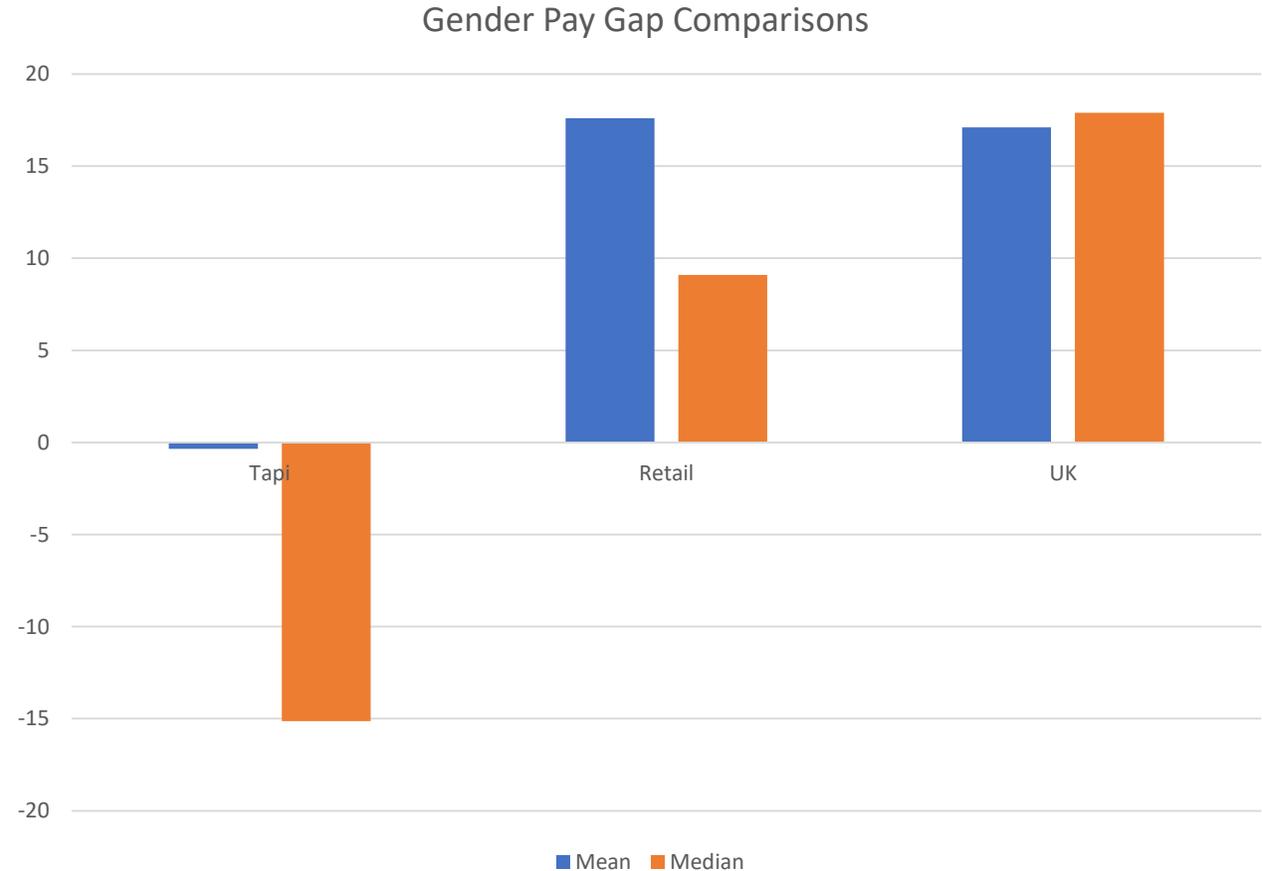
At -0.35% our mean gap compares favourably with both the retail sector (+17.6%) and the UK (17.1%) as a whole.

Our median gap at -15.13% also fares well against the comparable markers for our sector and the UK.

The swing to a Gender Pay Gap in favour of our female staff is due in the main to several senior appointments being made at both head office and store level.

There has also been a shift in the lower quartile to more male colleagues which has contributed to this almost neutral mean pay gap.

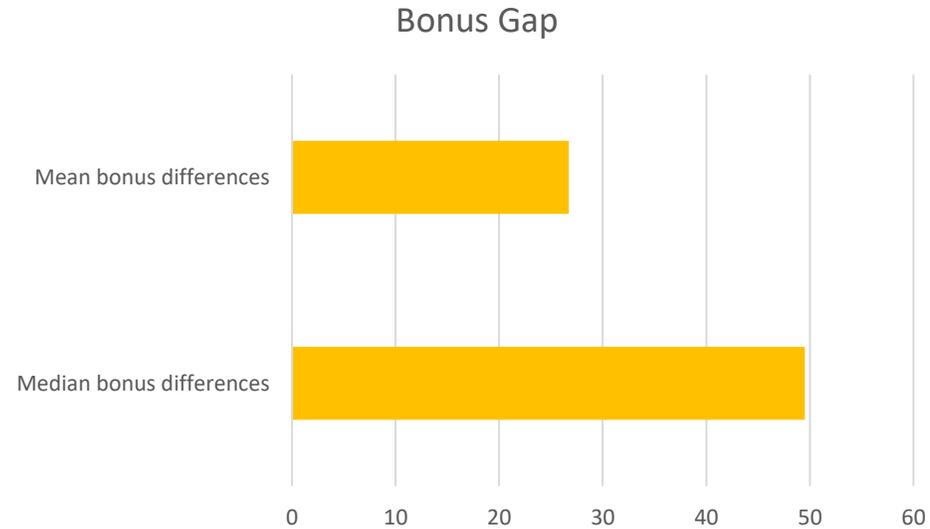
(Data for Retail and UK have been taken from the estimated ASHE gender pay gap tables 201, as published by the Office for National Statistics)



# Tapi's Bonus Gap

Our bonus pay gap of 31% mean and 66% median is reflective of more men filling senior positions 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	277	68%
Female	60	65%

# Gender Distribution by Quartile

	Male	Female
Upper Quartile	84%	16%
Upper Middle Quartile	82%	18%
Lower Middle Quartile	82%	18%
Lower Quartile	78%	22%