

A photograph of a woman wearing a yellow hard hat and a light-colored, patterned button-down shirt, smiling and shaking hands with a man. The man is wearing a blue hard hat and a dark jacket with a yellow stripe. They are in a warehouse or industrial setting with shelves and equipment in the background.

Gender pay gap report 2019

DOING THE RIGHT THING



Diversity and inclusion

Having a diverse workforce and an inclusive workplace that ensures everyone feels welcome, valued for their contribution and can perform at their best supports our long-term strategy of being the first choice partner for the construction industry.

This builds on our 200+ year heritage and allows the group to build employee pride and better serve its customer base and build resilience in the business.

Driving improvement

In 2019, the key objective on diversity and inclusion was to continue to deliver improvements through the 'Workforce with a Difference' programme.

This is a specific workstream launched by our CEO to help improve diversity by driving changes in our recruitment process through video content, revised job adverts, the refreshing of job titles and recruitment training to reach a wider application pool for new talent.

The gender pay gap

Across the Group, the gender pay gap reduced from 11% in 2018 to 10% in 2019, and seven out of nine businesses saw a reduction in the mean wage gap from 2018.

The recruitment of women rose in 2019, and women now make up more than one in four employees. The gender diversity of branch managers improved with 8% more female branch managers in 2019 than in 2018. However we recognise that the overall percentage of women in senior management has been largely flat in the last four years, so this is a focus area for the Group going forward.

What's next?

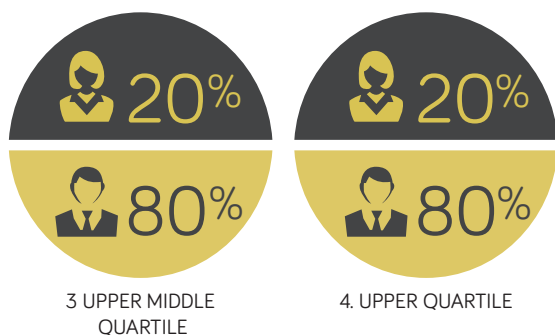
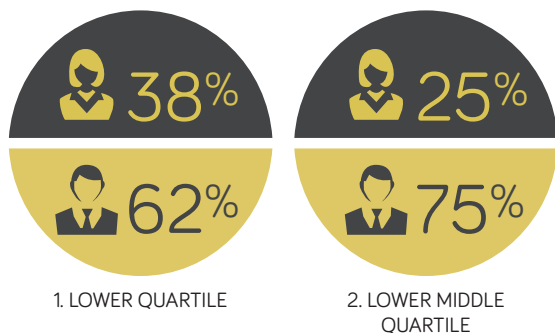
The Group delivers best-in-class service by investing in its colleagues and its unique and open culture, continually striving to be the best employer. To support this drive, in 2020, the Group will map the experience of current and future colleagues to identify focus areas to support the 'Workforce with a Difference' programme.

A 'Women's Network' will also be established to create an inclusive environment for all colleagues to sell the benefits of working for Travis Perkins, and to attract talent and build more diverse teams.

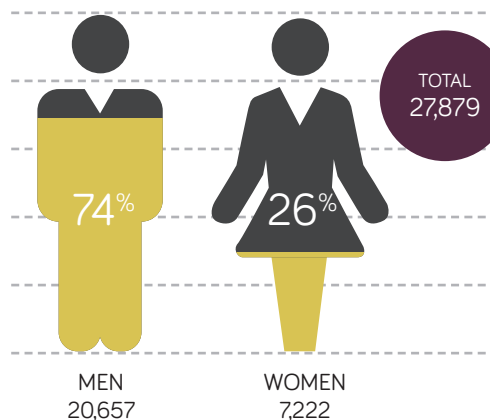
Apprenticeship programmes and local recruitment support will also be aligned to this agenda, to enable the business to attract and select from more diverse backgrounds, and develop a more diverse and sustainable workforce for the longer term.

GENDER PAY GAP – ACROSS THE GROUP

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE BAND:



GROUP HEAD COUNT



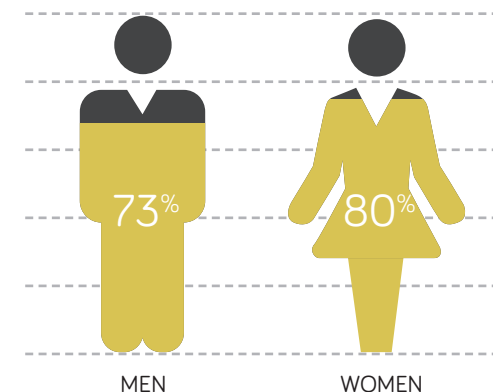
PAY GAP	2019	
	Mean	Median
Hourly rate	10.4%	10.8%
Bonus pay*	30.7%	45.5%

* Bonus pay is the absolute cash value received and is not prorated for the number of hours worked.










ALL OF OUR COLLEAGUES ARE ELIGIBLE FOR A BONUS



COLLEAGUES WHO RECEIVED A BONUS



GENDER PAY GAP – OUR BUSINESSES

BUSINESS	HEADCOUNT AND GENDER	PAY RATE	PAY GAP 2019		PERCENTAGE OF FEMALES BY PAY QUARTILE			
			Mean	Median	Quartile 1	Quartile 2	Quartile 3	Quartile 4
 Travis Perkins	9,811	Hourly rate	-3.4%	-3.1%	16.5%	15.7%	18.1%	19.1%
	Women: 1,701 Men: 8,110	Bonus rate	14.7%	18.7%				
 Wickes	6,632	Hourly rate	11.7%	0%	37%	51.3%	28.3%	26.4%
	Women: 2,541 Men: 4,091	Bonus rate	32.6%	24%				
 TOOLSTATION	3,527	Hourly rate	4.9%	0.3%	43.5%	41.3%	44.3%	35.1%
	Women: 1,458 Men: 2,069	Bonus rate	31.8%	15.8%				
 CITY PLUMBING <small>part of the Travis Perkins Group</small>	1,802	Hourly rate	14.9%	6.8%	13.5%	22.3%	23.1%	5.3%
	Women: 289 Men: 1,513	Bonus rate	56.5%	12.9%				
 BSS <small>Pipeline & Heating Solutions</small>	935	Hourly rate	4.7%	-2.7%	13.2%	19.6%	16.3%	15.8%
	Women: 151 Men: 784	Bonus rate	45.7%	0%				
 Keyline <small>CIVILS SPECIALIST</small>	961	Hourly rate	-0.3%	-13.3%	12.4%	10.4%	20.1%	18.8%
	Women: 148 Men: 813	Bonus rate	20.5%	23.6%				
 BENCHMARKX <small>Kitchens and Joinery</small>	961	Hourly rate	8.4%	6.6%	20.5%	47.6%	29.9%	21.3%
	Women: 283 Men: 678	Bonus rate	16.1%	-3.9%				
 CCF	940	Hourly rate	-0.6%	-7.6%	13.5%	13.2%	17.5%	22.6%
	Women: 157 Men: 783	Bonus rate	26.3%	-10.8%				
 Tile Giant	418	Hourly rate	2.9%	2.2%	22.6%	16%	19.4%	13.6%
	Women: 75 Men: 343	Bonus rate	25.1%	16.4%				