

Gender Pay Gap Report 2021



Our commitment

Travis Perkins plc is the largest distributor of building materials in the country and a leading partner to the construction industry. Our ambition is to be an inclusive, diverse and equality driven employer that reflects the wide-ranging communities the Group serves.

With the help of a colleague diversity and inclusion advisory board, we are working to create an environment where everyone belongs, feels safe and comfortable about who they are, is valued for their contribution and can perform at their best: **You Be You, It Makes Us, Us.**

We operate at the heart of the construction sector where women currently make up only 15% of the workforce (source: [The Chartered Institute of Building](#)), 24% in our own business, yet it's a sector that needs to transform to embrace modern methods of construction, decarbonisation of the built environment and tackle skills and labour challenges. We believe that building a more diverse and inclusive sector is part of how we rise to these challenges, and, in our own business, better reflect the wide-ranging communities and customers we serve.



Points to note

All companies that employ over 250 employees are required to report annually on their gender pay gap, and, as a business, Travis Perkins has done this since April 2017 to provide a snapshot of the gender pay gap we have across the colleague population within the Group. On page 5 you will also see the individual pay gap statistics for those businesses within our Group that employ more than 250 people.

It's worth noting that, within the reporting figures, we have included the statistics for our Plumbing and Heating business, which has since been sold. The pay gap numbers for Wickes, another company that was previously owned by Travis Perkins plc, but which was de-merged during the reporting period, have not been included. Instead, Wickes will be publishing their own pay gap report for this period.

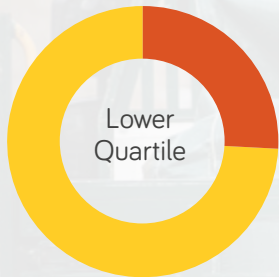
Given that Benchmarx has been integrated into our Travis Perkins business, these statistics are now included within those numbers, as well as within the Group's total pay gap findings.



Pay gap information

This data shows the difference between the average earnings of all male and female colleagues, regardless of their role or seniority, and has been submitted to the UK Government.

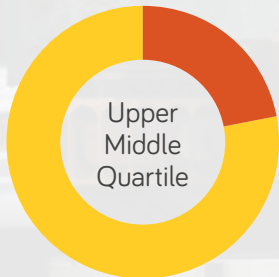
Proportion of male and female employees in each pay quartile band:



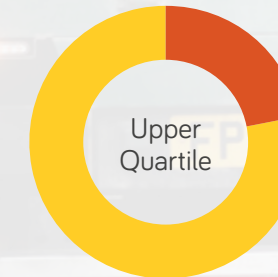
Male - 74%
Female - 26%



Male - 74%
Female - 26%

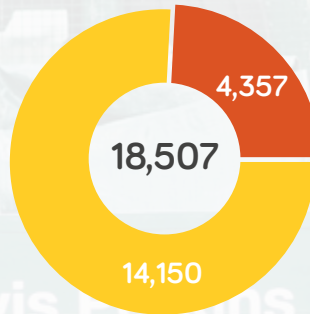


Male - 78%
Female - 22%



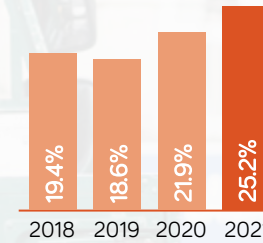
Male - 79%
Female - 21%

Group headcount



Male - 76%
Female - 24%

Women in senior management



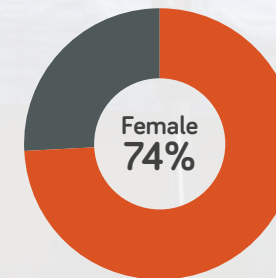
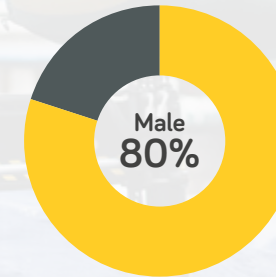
Senior management are defined as directors and managers as per the statutory reporting of gender diversity

All of our colleagues are eligible for a bonus



80%
of our colleagues received a bonus







Colleagues who received a bonus



PAY GAP	2021	
	Mean	Median
Hourly rate	5%	2.9%
Bonus pay*	33.6%	0%

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

Our businesses

Trading Co.	Headcount		Average Hourly Pay	Median Hourly Pay	Average Bonus Gap	Median Bonus Gap	Bonus HC				Female % by Pay Quartile			
	Male	Female					Male	Female	% Male	% Female	Lower	2	3	Upper
 Travis Perkins	7,572	1,605	-2.6%	0.0%	24%	0.0%	6,069	1,235	80%	77%	17.7%	16.7%	17.2%	18.4%
	644	133	-7.6%	-8.8%	54.5%	0.0%	537	99	83%	74%	11.1%	15.7%	15.8%	26.3%
 Keyline <small>CIVILS SPECIALIST</small>	616	109	-3.5%	-12.5%	37.3%	0.0%	503	84	82%	77%	13.2%	7.7%	19.3%	19.9%
	677	146	3.4%	-0.3%	41.5%	44.4%	574	132	85%	90%	18.4%	15.5%	21.0%	14.6%
	2,730	1,903	5.1%	2.8%	3.4%	0.0%	2,033	1,295	74%	68%	48.4%	41.7%	38.1%	36.1%
 CITY PLUMBING <small>SUPPLIES</small> <small>part of the Travis Perkins Group</small>	1,911	461	4.6%	-2.0%	10.1%	-27.0%	1,605	395	84%	86%	13.0%	25.7%	26.0%	15.4%

Data interpretation

At 5% (mean) and 2.9% (median) the gender pay gap for Travis Perkins plc continued to be well below the national average of 15.4% (Source: [Office for National Statistics](#)), although the pay gap saw an increase compared to the previous year. This is a result of recruiting more women into entry level talent attraction schemes, such as apprenticeships and the Kickstarter schemes, which have the potential to improve the gender balance across the Group for the longer term. This is also evidenced in the increase in the number of female colleagues in the two lower quartiles.

Whilst our businesses have continued to play a critical role in the construction sector's ongoing recovery, lockdowns and market uncertainty meant that fewer bonus payments were paid in 2021 compared to 2020, but there were significant reductions in both the mean (33.6%) and median (0%) bonus pay gap. The fact that the number of women who received a bonus declined by 2.7% and the number of men that received a bonus increased by 10% may be explained by the fact that more women joined the Group during this period, but that they did not have long enough service to qualify for a bonus.

Excluding City Plumbing, a business that has since been sold, the Group grew its intake of female colleagues by 1%. The biggest contributor to this was Toolstation, where the number of female colleagues increased by 14%.

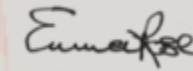


Creating meaningful change

We have set out a clear ambition to be an inclusive and diverse business, where colleagues feel a great sense of belonging, and where we build on our special culture by leveraging our purpose and values. In an industry where women currently make up 15% of the workforce - 24% in our own business - that means our focus firmly remains on improving the gender balance and closing the pay gap. During this reporting period (April 2020 to April 2021) the gender pay gap for our Group continued to be well below the national average of 15.4% (Source: Office for National Statistics) at 5% (mean) and 2.9% (median). Having said that, it is important to recognise that during this period both our median and mean pay gap increased compared to the previous year.

This is a short-term, unintended consequence of the positive and proactive investments we have made in entry level talent attraction schemes, such as apprenticeships, where there are on average 22% more female applicants (36%) compared to non-apprenticeships roles (22%), to improve the gender balance within our business in the longer term. As a result, we have seen an increase in the number of female colleagues in the lower quartiles, which we hope will flow through as these women develop their careers with us longer term.

To grow our diverse talent and help us effect leadership change, we joined the 30% Club and the Moving Ahead initiative; a mentoring programme which will accelerate the development of our female colleagues, so they develop successful careers with us.



Emma Rose
Chief HR Officer



We have initiated regional talent boards to support internal cross-Group career movements and development, and are focusing on building leadership capability to become better at growing our own leadership talent and succession pipeline.

Besides expanding our progressive family leave policies, we have introduced hybrid working for office based colleagues and made huge strides in increasing flexible working options. We are also pleased to have now moved most of our lower-paid colleagues on to the real living wage, and, to further expand our financial wellbeing support, we continued to improve the benefits we provide, from sharesave schemes to free will writing and smarter spending, so everyone can benefit from the best support available.

Last year, we were delighted to welcome our first female chair, Jasmine Whitbread. She joined us with extensive experience from other sectors, is a huge advocate of a diverse workforce and passionately believes in the power of business to make a positive difference. I'm also pleased to say that 24% of our Group Leadership team are now women, and that the overall number of women in senior management has increased by 3.3% since 2020.

Whilst we have great confidence that our initiatives will help us close the pay gap over time, we will continue to work towards becoming a more inclusive, diverse and equality driven employer, which reflects the wide-ranging communities the Group serves, and will secure the sustainability of our business for the future.

Upgraded family leave policies

During the reporting period Travis Perkins plc introduced new family leave policies to improve parental leave and pay, and covering other key life events, such as adoption, miscarriage and IVF in the merchanting businesses, to support attraction, retention, engagement and diversity.

These policies were driven by passionate colleagues who built a compelling case. They are leading in our sector and beyond and cover the moments that really matter in our colleagues' lives.



“

Those two weeks of paternity leave I got were a real game changer for us.

With my wife having had a C-Section, the extra time I had at home to really focus on her and her recovery was brilliant and really made all the difference.

“

The stress this has taken off me worrying about my miscarriage is huge. I can now concentrate on my recovery; knowing I am fully supported by my employer and my manager.

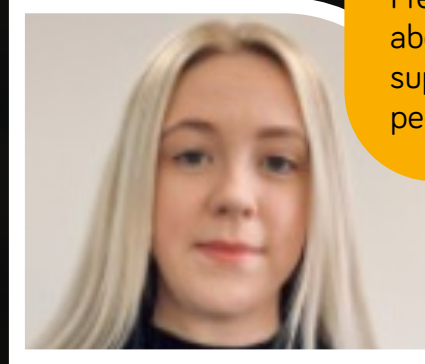
“

The IVF and adoption policy is so supportive, I know of people going through this and to have that support is amazing for them.

Driving apprenticeships

Since becoming accredited in 2017, 580 colleagues across Travis Perkins Group have graduated, and we currently have around 1,000 colleagues enrolled on 45 different apprenticeship programmes, from branch to boardroom.

These are broken down into three key areas: work experience, early careers and career development. Given that 36% of new apprentices are women compared to 24% of our overall workforce, apprenticeships have proved to be a great way to attract a more diverse workforce.



Jessica Potter

Jessica is an assistant branch manager at Keyline, part of Travis Perkins plc, and a specialist company that provides civils and drainage solutions to trade customers. When she saw the advert for a Management Apprenticeship, Jess decided to “go for it”, so she could get a formal qualification.

She has really enjoyed the opportunity and been impressed with the investment by senior leaders in the programme: “Even the Managing Director knows about me and the programme I’m on!”

Jessica is also an active ambassador for the Diversity & Inclusion network at Keyline and is a member of the Travis Perkins Group’s Youth Board, because she feels so passionate about encouraging and supporting more young people into the industry.



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Positive action

In 2020, Travis Perkins plc joined the 30% Club's mentoring programme, **Moving Ahead**.

This is designed to develop talent and foster inclusive cultures through the matching and support for mentors and mentees across organisations and countries.

In 2021 Travis Perkins plc doubled its engagement and the business now has 44 colleagues (22 mentors and 22 mentees).



Lisa Meffan



Philippa Bentham

Philippa Bentham is HR Business Partner for the Group's BSS and TF Solutions businesses.

Her mentor, Lisa Meffan, is Head of Internal Audit at multinational insurance company Aviva.

"We usually meet once a month, or more frequently if there are topics we want to keep momentum on. We have focused on a number of key areas, including personal brand, leadership styles and ways of working.

"This scheme has given me time to reflect and helped me to develop personally and professionally, and having a mentor is something I would recommend to anyone. It helps women like me feel supported, empowered and career confident, so we ultimately develop into better managers and leaders," explained Philippa.

“It helps women like me feel supported, empowered and career confident.”

About Travis Perkins plc

Travis Perkins plc is the UK's largest distributor of building materials and a leading partner to the construction industry.

We have nearly 20,000 colleagues in the group, with over 19,000 colleagues in the UK, whilst also employing several hundred colleagues in France, Belgium and the Netherlands through Toolstation.

We are proud to have helped to build the UK for over 200 years, and we're here to help build better communities and enrich the lives of those who live there; whether that's by building new, or transforming our existing homes into places that people love, and helping to create the infrastructure, schools, hospitals and businesses that everyone deserves.

This is our purpose.

We understand what really matters to our customers and communities, and care about delivering the very best; now and in the future. This means sourcing responsibly, playing a leading part in decarbonising construction and moving towards a sustainable future.



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