

WELCOME TO TRAVIS PERKINS WHITSTABLE

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Gender Pay Gap Report

2024

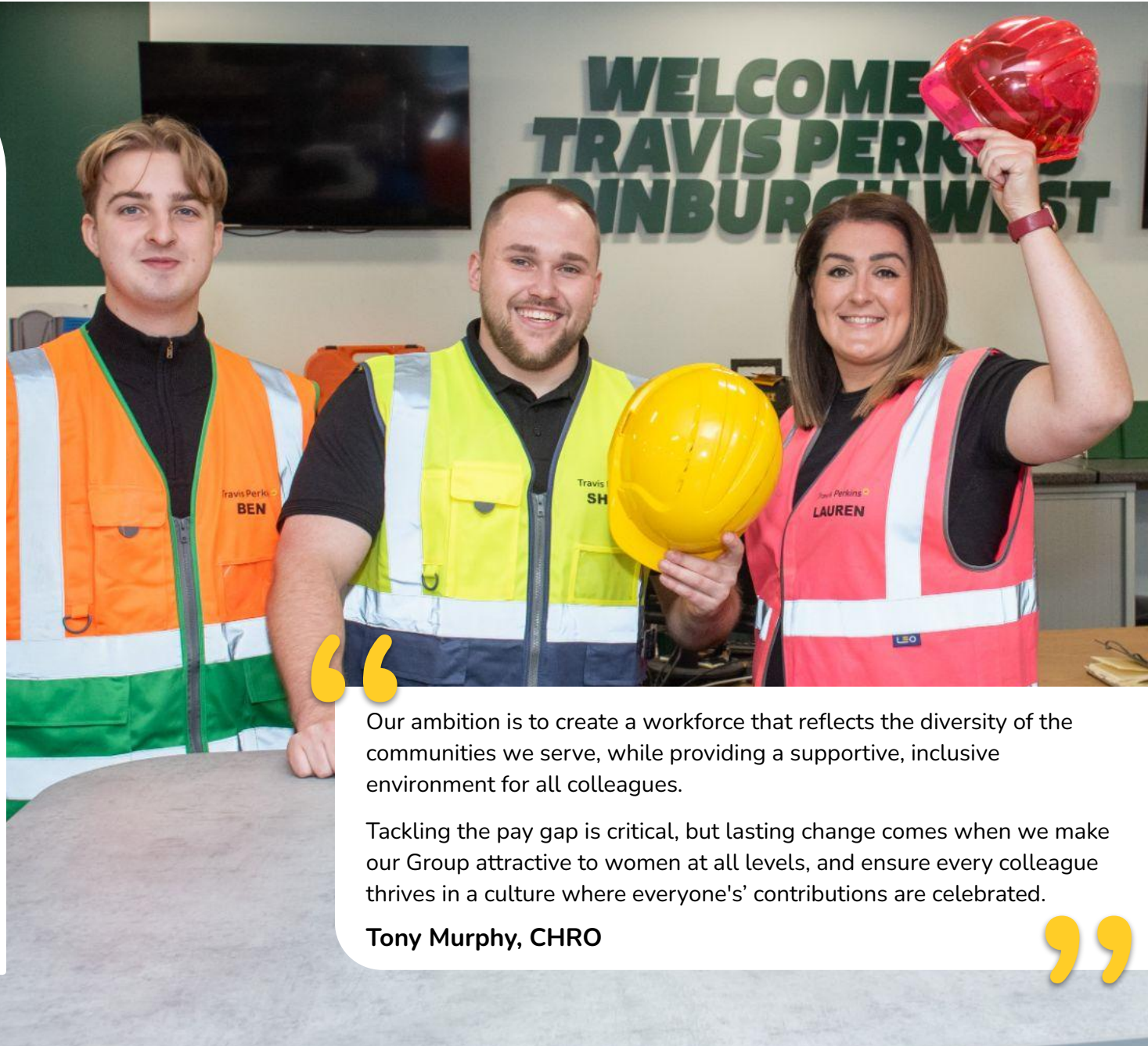
Travis Perkins plc

Welcome to the 2024 gender pay gap report for Travis Perkins plc, UK's largest distributor of building materials.

The breadth, reach and scale of our business means we're in a unique position to supply the entire UK construction industry and provide trade customers with everything they need for their projects, when and where they need it.

We have a strong heritage, and employ colleagues all over the country across five major businesses, which are all leading in their markets.

Our customers are served from a nationwide network of branches and stores with over 1,400 locations, where our operations are underpinned by safety and sustainability, and where customers are offered excellent, service, great range and availability, fulfillment options, finance solutions and value add services.



“

Our ambition is to create a workforce that reflects the diversity of the communities we serve, while providing a supportive, inclusive environment for all colleagues.

Tackling the pay gap is critical, but lasting change comes when we make our Group attractive to women at all levels, and ensure every colleague thrives in a culture where everyone's' contributions are celebrated.

Tony Murphy, CHRO

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The Gender Pay Gap

The Gender Pay Gap refers to the difference in average pay between men and women in the workforce. Across the UK, companies with more than 250 employees are required collect and monitor data for this and publish the data in an annual gender pay gap report.

The gender pay gap varies across different sectors and industries and will be influenced by the distribution of men and women in the types of roles they undertake across the organisation.

According to data from the UK Government, in the construction industry, where women make up around 15% of the workforce, the mean pay gap in 2024 for all workers, including those who work full and part-time, was 6.9% (mean) and 4.4% (median) in favour of men.

This showed a narrowing of the gap by 1.1% (from 14.2%) from 2023. (source: [ONS Gender pay gap in the UK: 2024*](#))

Travis Perkins plc has published a gender pay gap report since 2017, and the data in this report covers the period April 2023 to April 2024.

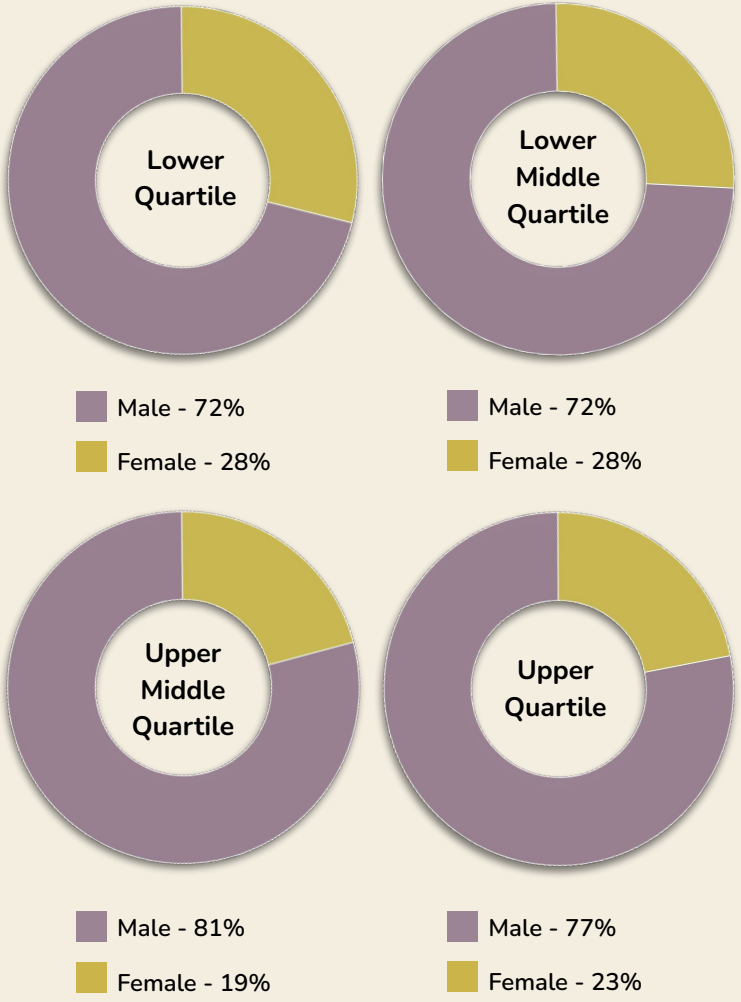
On page 5, there are also individual pay gap statistics for those businesses within the Group that employ more than 250 people.



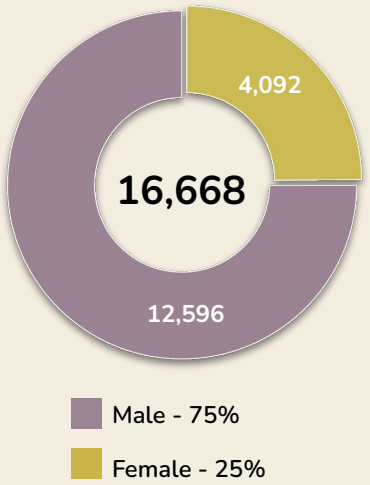
Pay Gap Information

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:



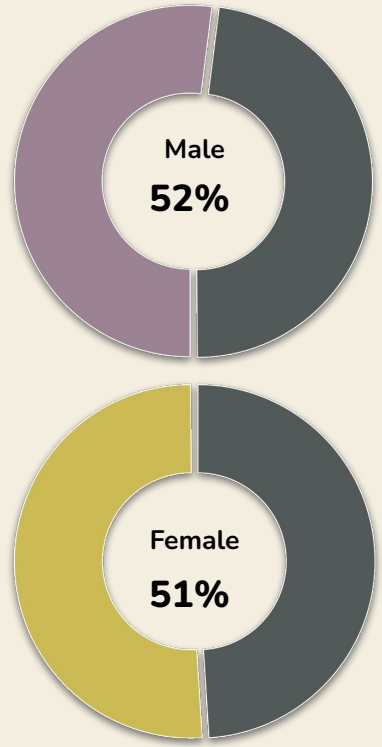
Group headcount:



All of our colleagues are eligible for a bonus:









Colleagues who received a bonus:



| Pay Gap | 2024 | |
|-----------------|-------|--------|
| | Mean | Median |
| Hourly rate pay | 2.0% | 3.8% |
| Bonus pay* | 41.4% | 61.3% |

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

Our business

| Trading company | Headcount | | Mean hourly pay gap | Median hourly pay gap | Mean bonus gap | Median bonus gap | Bonus headcount | | | | Female % by pay quartile | | | |
|--|-----------|--------|---------------------|-----------------------|----------------|------------------|-----------------|--------|--------|----------|--------------------------|-------|-------|-------|
| | Male | Female | | | | | Male | Female | % Male | % Female | Lower | 2 | 3 | Upper |
|  Travis Perkins | 6,870 | 1,597 | -5.4% | 0.4% | 1.6% | 52.3% | 3,069 | 456 | 44.7% | 28.6% | 21.3% | 16.8% | 15.7% | 21.6% |
|  TOOLSTATION | 3,377 | 1,910 | 2.3% | 0.4% | 7.5% | -8.3% | 2,597 | 1,549 | 76.9% | 81.1% | 37.6% | 37.2% | 37.1% | 32.6% |
|  CCF | 604 | 126 | -9.5% | -6.3% | 27.4% | 20.5% | 253 | 13 | 41.9% | 10.3% | 14.8% | 13.3% | 15.3% | 25.7% |
|  Keyline CIVILS SPECIALIST | 565 | 96 | -5.1% | -6.2% | 91.3% | 92.1% | 167 | 1 | 29.6% | 1.0% | 11.4% | 11.0% | 18.2% | 17.6% |
|  BSS | 957 | 264 | 0% | -0.5% | 24.0% | 20.0% | 435 | 84 | 45.5% | 31.8% | 22.0% | 19.3% | 22.0% | 23.3% |
|  STAIRCRAFT | 223 | 99 | 10.4% | 5.5% | 0% | 0% | 7 | 1 | 3.1% | 1.0% | 49.4% | 27.3% | 24.3% | 19.5% |



Data Insights

Travis Perkins plc has published a gender pay gap report since 2017. The data in this report covers the entire workforces within the Travis Perkins Group. On page 5 here are also individual pay gap statistics for those businesses within the Group that employ more than 250 people.

During the reporting period, the Group's workforce contracted by around 5%. The gender balance remained the same as prior year, with 25% of the workforce across the Group being women. This compares to the wider construction industry, where women make up 15% of the workforce (source: [ONS Gender pay gap in the UK: 2024*](#)).

In 2024 the gender pay gap across the Group narrowed by 1.3% to 2% (mean), and by 1.7% to 3.8% (median). This shows a continuation of the Group's downward trend towards closing the pay gap.

When seen in a wider context, the Group's pay gap was considerably less than that of the average UK working population, which during the reporting period stood at 13.1% (median) - down from 14.2% in 2023 - and 6.9% (mean) - down from 8.2% in 2023 - in favour of men.

Amongst the Group's businesses, Toolstation continued to maintain the strongest gender balance at 36% women, whilst BSS had 0 pay gap (mean) and -0.5% (median).

All colleagues are in principle eligible for bonus payments, but based on the Group's performance during the reporting period, just over half of the Group's colleagues received bonus payments in 2024. This included 52% men and 51% women.

For those colleagues that received a bonus, the pay gap in favour of men (at both the mean and median) increased significantly. This can be attributed to more women working part time and qualifying for proportionally lower bonus payments, and to women also being over under-represented in the upper pay quartiles more generally.

There were only small changes in the distribution of women across the pay quartiles. This included marginal increases of women in the lower middle and upper pay quartiles; 2% and 1% respectively, whilst in the lower and upper middle pay quartiles the number of women decreased by 1% and 2% respectively.

I am pleased to see the pay gap within the Group continues its positive downward trend. However, we remain committed to closing it completely, as we continue to focus on creating a more inclusive environment.

2024 was a year marked by challenging market conditions and significant changes for colleagues. This resulted in a slight dip in engagement in our annual survey, with scores decreasing from 73% to 69%. Despite this, the survey also highlighted successes, including strong local line manager support, a deep-rooted safety culture, and an environment where colleagues feel empowered to be themselves. These successes provide a solid foundation for us to build on.

Widening our wellbeing offer

During the reporting period, our colleague-led Diversity, Equity, and Inclusion Networks continued to play a key role in driving our efforts. This included the Gender Balance Network, which launched new initiatives to better support women, from preparing managers for maternity leave to creating a buddy system for those on parental leave, and hosting cafes to help new parents stay connected to work.

We also introduced Menopause Champions who provide confidential support, raise awareness, and connect colleagues with helpful resources to create a more supportive environment for everyone affected by menopause related issues.

Good news is that over 30% of colleagues have signed up to our **Aviva DigiCare+ app**, which now has been expanded to provide unlimited 24/7 GP access. This new feature builds on services like health checks, mental health counseling, psychotherapy, and expert second opinions; all designed to help colleagues proactively manage their health.

Extending benefits and rewards

In addition to fair pay and pensions, colleagues have the chance to share in the company's success through discounted share and savings schemes, along with a revised, simpler bonus structure which ensures more colleagues will be rewarded for a job well done, as uncertain market conditions continue.

To recognise mental health first aiders, we introduced a small supplement to compensate them for their specialised training and support, aligning their compensation with that of our physical first aiders.

Our family-friendly policies are there to support colleagues during life's key moments, and everyone enjoys life insurance, affordable loans, and retail discounts to help salaries go further.

Last year, we expanded our financial benefits offering by introducing the Commsave Partners scheme by **Commsave**, a member-owned credit union. This new initiative, alongside our Wagestream offer, allows colleagues to access affordable loans and savings options, empowering them to build financial stability and improve their credit ratings from day one.



Tony Murphy
Chief HR Officer

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Supportive commitments and development

We were certified as a **Top Employer** for the 16th consecutive year. This highlighted our commitment to career development, learning opportunities, and diversity, equity, and inclusion.

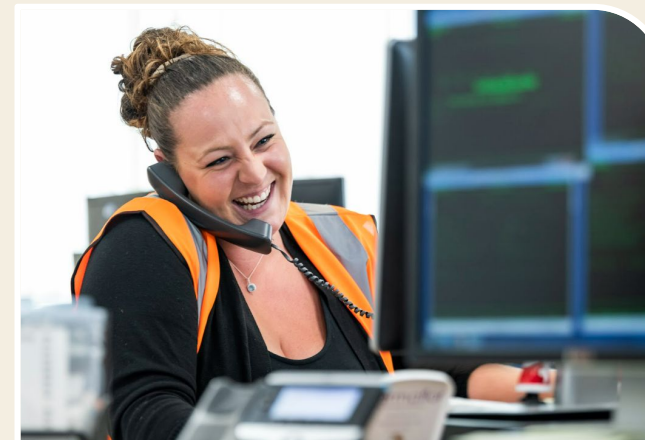
This in part recognised the way we use apprenticeships to improve diversity. Women make up 25% of our workforce, but this rises to 30% among apprentices and demonstrates the transformative power of skills development. In 2024, we celebrated our 2,000th apprenticeship graduate, Michael Dixon, Branch Operations Manager at **Keyline**, who earned a distinction in his Level 3 First Line Manager Apprenticeship; a fantastic achievement.

To further drive diversity and knowledge we have added 'flexi-job' to the apprenticeship portfolio, to offer short-term placements and micro-qualifications. We also partnered with **Green Park** to deliver an Inclusive leadership programme to 80+ leaders across the Group.

As a leader in the industry, we remain committed to drive action on inclusion within our own business, but also within the wider sector via the **Construction Inclusion Coalition**, where our own Managing Director of **Toolstation**, Angela Rushforth, remains Chair. We also continue to be a strong advocate of the new **Builders Merchants Federation** campaign - **Make a Material Difference**, see page 10 for more details.

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You Be You, It Makes Us Us

‘Buddying up’ to stay connected

The Group’s Gender Balance Network plays a key role in helping to make the business a more inclusive place to work, and in 2024 the Network launched a ‘Buddies’ initiative for colleagues experiencing parenthood. This enables them to support each other during parental leave, and when they return. It is an opportunity to opt-in, or be paired with a new buddy every quarter to help parents share similar experiences and maintain connected in and out of work.

After welcoming her baby boy, Katy, an Assistant HR Business Partner in the Travis Perkins general merchants business is one of those who opted into the company's new ‘Buddy’ scheme, and has benefited from the connections and support facilitated by it.

Despite her initial hesitation "Would I connect with my buddy? Would I have time? Would it feel forced? It was actually a quick and easy process to opt-in. I went on a virtual group session first and met a wonderful bunch of mums, including Sam, our National Stock Manager from BSS, and Hannah, who is Property Compliance Manager," Katy explains.

From their first virtual group meeting, Katy and Hannah have since shared lots of stories of baby milestones, commiserated over sleep-deprived nights, and navigated the thrilling, sometimes overwhelming, rollercoaster of first-time motherhood.: "It was wonderful to connect with someone from work," Katy said, "a real reminder that I wasn't alone in this amazing adventure! We have also talked about the anxieties of returning to work and how brilliant the buddy system is."

Now back in the office, Katy and Hannah still meet up regularly, and their bond is a testament to the programme's success.



“

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”

Katy Shirley
Assistant HR Business Partner
BSS

Attracting new, diverse talent

As a leader in our industry, Travis Perkins plc is a member of the Builders Merchants Federation (BMF). The Group has played an active role in the shaping and delivery of the BMF sector awareness campaign called Building Materials Careers to attract new and diverse talent.

This campaign is a long-term initiative to raise the public’s knowledge and understanding of the building materials industry, positioning it as a vital, varied, vibrant sector with a wide range of attractive career opportunities.

The launch of a new website was the first stage of the initiative, and it follows independent research which confirms the need for the sector to take action to build its profile to help address the skills shortage the sector faces.

The awareness campaign is designed to educate and inform those who have little or no understanding of the sector, and to inspire them with stories from our existing talented people. It demonstrates the important role we have to play in our society, and how working in the building materials sector really is ‘materially different’ to other sectors and industries.

“Many industries are in the market for the new talent, and if we want to compete with them, it is vital to speak with one united voice and to raise the visibility and attractiveness of the sector that we all know and love, but which two out of three people currently do not want to work in, according to research carried out by YouGov,” explained BMF CEO, John Newcomb.



“

I want to be a great manager, not just a manager, and the company gave me the opportunity to study at work.

We are all inspired to learn and be the best we can be! I consider myself very lucky.

”

Irina Hunt
Store Manager
Toolstation



Together, we pledge to

INSPIRE

Work together to inspire the next generation of leaders in the construction industry

LISTEN

Conduct internal surveys on equity, diversity and inclusion, and to act on the main problems and barriers identified

SHARE

Develop and share resources from within and beyond the construction industry

EDUCATE

Educate ourselves, our colleagues, and the wider industry around aspects of equity, diversity and inclusion

SUPPORT

Support a healthy and collaborative workplace environment, and maintain a whistleblowing procedure where colleagues feel comfortable speaking out

MEASURE

Commit to benchmarking, tracking and sharing equity, diversity and inclusion data within organisations

REPORT

Assess our equity, diversity and inclusion progress on an annual basis, publishing a report and outlining a plan for further action every year as a coalition

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