

**HOMEbase UK GENDER PAY GAP SUMMARY**

We employ over 5,400 team members with almost equal men and women (50.9% men and 49.1% women). Our focus continues to build a more diverse workforce where all team members can reach their full potential, are rewarded fairly, and have equal opportunities to develop.

The 2022 gender pay gap calculation, taken on 5 April 2022, has improved when compared to the 2021 calculation despite the population of full-pay relevant employees being less. 2021's data related to 4,681 team members compared to this year's population of 4,457.

**Total Gender Pay Gap**

<b>Median</b>	<b>0.4%</b>
<b>Mean</b>	<b>12.2%</b>

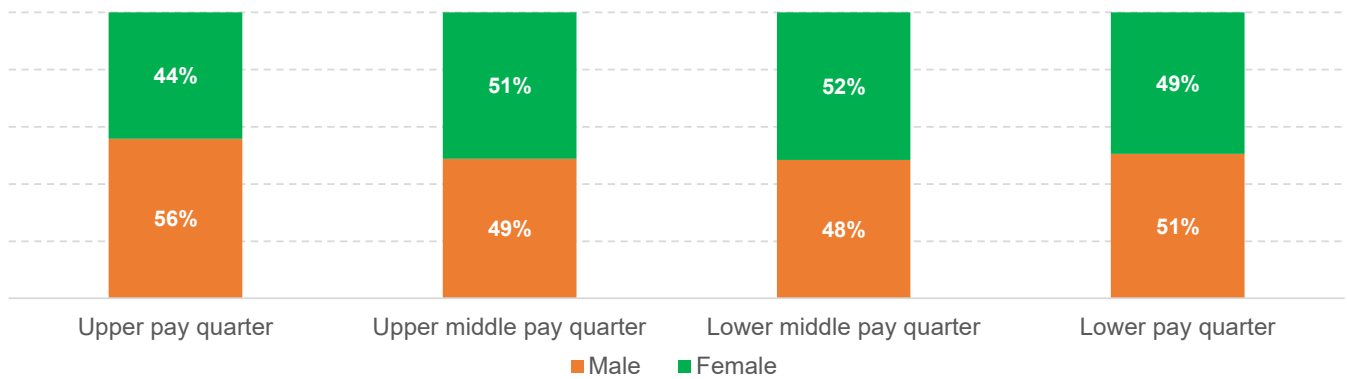
**Total Bonus Pay Gap**

<b>Median</b>	<b>15.3%</b>
<b>Mean</b>	<b>39.1%</b>

**Percentage of men & women receiving bonus pay**

<b>Percentage Receiving a Bonus</b>	<b>Female</b>	<b>Male</b>
	<b>83.5%</b>	<b>82.8%</b>

**Pay Quartiles**



Showing the proportion of men and women, split into four equal groups by rate of pay and giving the percentage of males and females in each group

The representation of females in the upper pay quarter has increased by 4% from 40%. The mean gender pay gap has decreased since 2021 from 12.8% to 12.2%. The median gender pay gap is 0.4% up from 0.2%. The mean bonus pay gap has decreased by 18.7% while the median has decreased by 11.7%.

HHGL Limited (trading as Homebase) has reviewed pay for full pay relevant team members in England, Scotland and Wales, and this summary outlines the pay differences between men and women in accordance with the requirements of the Equality Act (Gender Pay Gap Information) Regulations 2017.

This statement was approved by the Board of Directors on 23 February 2023, the information was confirmed as accurate by Damian McGloughlin Chief Executive Officer – HHGL Ltd, trading as Homebase.