

THG

Gender Pay Gap Report 2021

Introduction

THG offers people the opportunity to develop rapidly regardless of their gender, background or education and we are proud of our meritocratic culture.

We continue to grow and invest in our people, and we remain committed to recruiting people irrespective of gender. We confirm that our data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations.

What is the Gender Pay Gap?

The Gender Pay Gap (GPG) is a measure that shows the difference in average earnings between men and women across a workforce. When a business reports a positive percentage, it indicates that men are - on average - paid more than women and a negative percentage indicates the opposite. The report only covers UK employees and is a snapshot taken by all reporting companies on the same date, 5 April 2020.

Understanding THG's GPG

We report both median and mean figures. The mean is defined by the difference in average pay for men and women, showing the full range of pay. The median provides a fuller picture of the pay gap as it is not skewed by top and bottom pay range figures.

We are pleased to note that our performance compares favourably against wider benchmarks, however we also understand that we have room for improvement and recognise the importance of continuing to champion a balanced gender split across all levels of our workforce to close the gap further.

Our median gender pay gap of 7.4% is 8.1% better than the UK national average of 15.5% and 1.7% better than the wider UK retail sector. Our mean pay gap is 17.9%.

Both metrics are impacted by our significant investment into talent in the technology sector; a sector which holds universally acknowledged gender challenges. This is an issue which THG is committed to working proactively to overcome.

When excluding employees within technology, our median gap reduces to 1%, and our mean reduces to 11.1%.

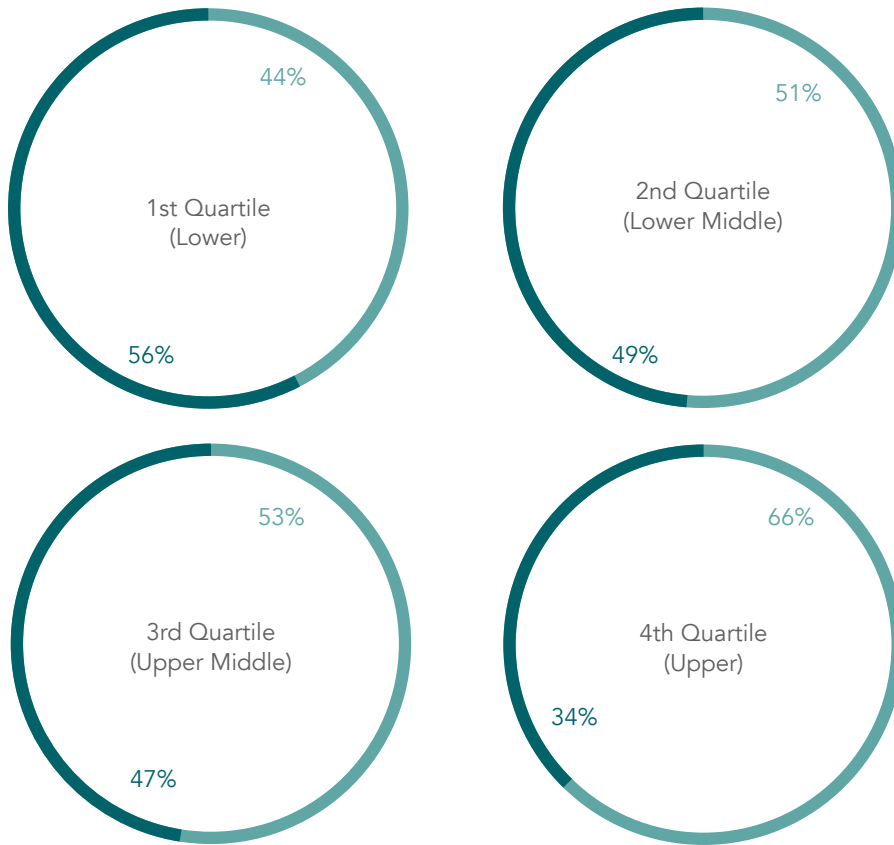
The proportion of men and women receiving a bonus across the Group is 49% of men and 53% of women.

Our Talent

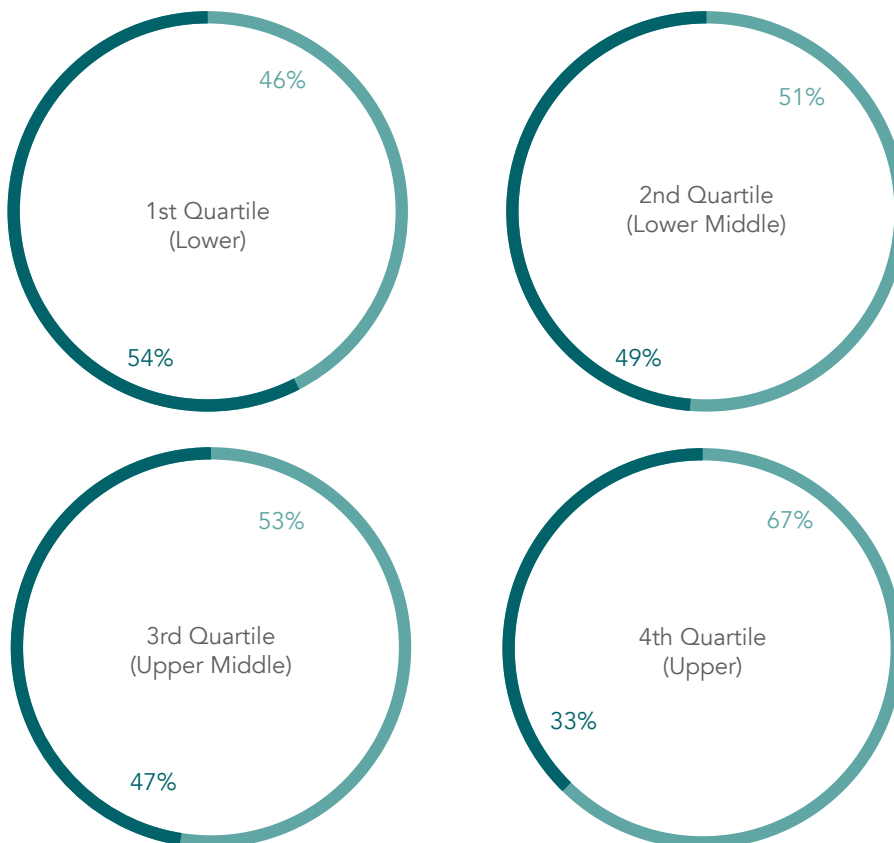
Within THG, we continue to see a relatively even level of roles filled by men and women, with 52% of roles across the business filled by men. When technology roles are excluded, this number reduces to 48%.

Looking at representation across levels within our organisation, we see over-representation of females in the lower quartile (56%), and under representation within the upper quartile (34%). When technology roles are excluded, females make up 45% of upper quartile roles.

Group wide: Females Males



Excluding technology: Females Males

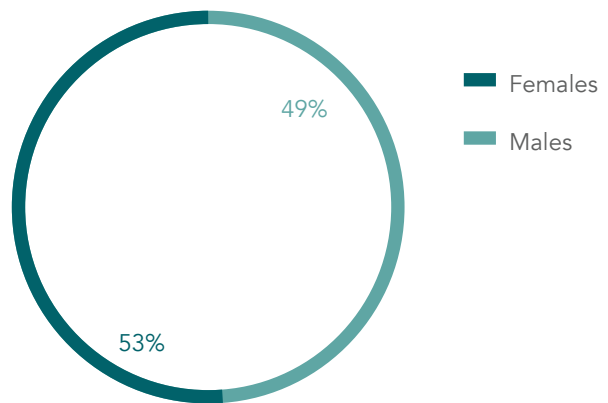


We are required to report on the following entities under the Equality Act (2010) Gender Pay Gap Regulation 2017.

Overall:

Mean ordinary GPG	17.9%
Median ordinary GPG	7.4%
Mean bonus GPG	22.9%
Median bonus GPG	32.6%

Gender split receiving a bonus:



Gender Split in each pay quartile:

Percentage of males and females when divided into four groups ordered from lowest to highest pay (where 1st Quartile = Lowest Paid, and 4th Quartile = Highest Paid)

1st Quartile (Lower)		2nd Quartile (Lower Middle)	
Males	44%	Males	51%
Females	56%	Females	49%
Difference	-12%	Difference	2%
3rd Quartile (Upper Middle)		4th Quartile (Upper)	
Males	53%	Males	66%
Females	47%	Females	34%
Difference	6%	Difference	33%

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