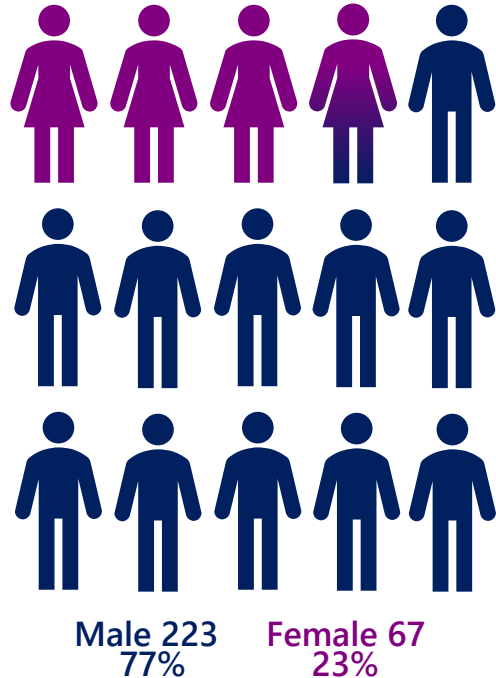


# Gender Pay Gap Report 2020

Total Employees: 290



Proportion of males & females receiving a bonus payment



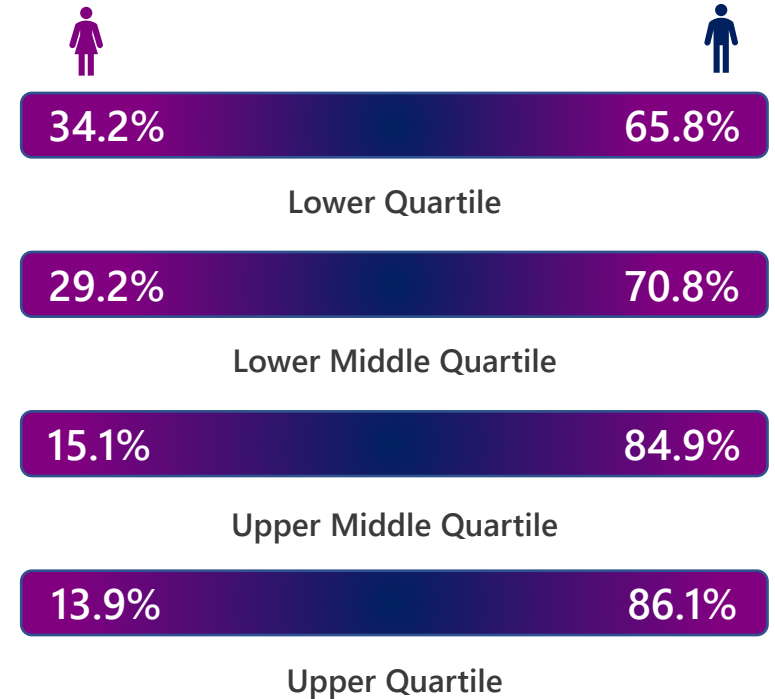
Mean Gender bonus gap:  
25.5%

Median Gender bonus gap:  
27.2%

Mean Gender pay gap:  
18.7%

Median Gender pay gap:  
18.8%

Proportion of males & females in each quartile band



## Commentary

The gender pay gap has been defined as the difference between the average hourly earnings of all male and female employees in the workforce. Gender pay reporting is distinct from equal pay, which is more specific and, rightly, aimed at ensuring that men and women are paid the same for carrying out work of equal value. We are confident that TSG employees with the same experience, capability and performance are paid equally for doing the same jobs. Additionally, we recruit and promote people based upon those criteria, irrespective of their gender.

Like all businesses, our gender pay gap is driven by the structure of our workforce. There are certain roles and departments within the company which tend to attract employees of one gender. The distribution of gender throughout TSG tends to mirror our industry sector as a whole – this year women make up just over 23% of our reportable workforce.

For 2020 it is pleasing to see that both our mean and median pay and bonus pay gaps have reduced when compared to our previous years data, however we must appreciate that this will have been impacted to a certain extent by furlough.

We know there is more we can do to tackle our gender pay gap and we are taking proactive steps to address this, including the recent setting up of a TSG's Women in Tech networking and support group for our female colleagues. In addition to this our move to a hybrid approach to office and homeworking has received great feedback from employees, particularly around the positive impact on their work/balance. We continue to regularly review our policies, practices, training and development to ensure we are fully supporting all employees in both their personal and professional lives.

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Rory McKeand', is written over a thin horizontal line.

Rory McKeand  
CEO  
October 2021