



TMW Gender Pay Gap Report April 2022

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| Difference in mean (average) gender pay gap for hourly pay | 25.7% | | |
| Difference in median gender pay gap for hourly pay | 21% | | |
| Difference in mean (average)gender pay gap for bonus pay | 30.9% | | |
| Difference in median gender pay gap for bonus pay | 35% | | |
| Percentage of employees who received bonus pay | Women 12.8% | Men 19.8% | |
| Number of men / women in the quartile pay bands: | Women | Men | |
| Upper hourly pay quarter | 36% | 64% | |
| Upper middle hourly pay quarter | 44% | 56% | |
| Lower middle hourly pay quarter | 54% | 46% | |
| Lower hourly pay quarter | 69% | 31% | |

This is our first year reporting on our Gender Pay Gap.

Our median gender pay gap for 2022 is 21%. There is no single root cause of the gender pay gap.

We are aware that we have a disproportionate number of men in senior positions, we have a high percentage of male long servers and fewer senior vacancies in any given year. In addition we have a large proportion of tech and data heavy roles drawing from pools of candidates in historically more male dominated industries. Talent scarcities, especially when it comes to our technical roles, continue to impact on the ability to make change at pace.

We know we have a way to go in closing the gap, and over the years we have introduced multiple policies and initiatives to empower and support women in the workplace. These include a grass roots approach with a greater proportion of our junior level recruits being female; as individuals progress into more senior roles the gender pay gap will naturally reduce.

In addition to this we: run an internal mentoring programme that drives focus on career progression; host the Google Workshop #IAmRemarkable to help empower a dialogue around self-promotion; provide equal opportunity promotions, and have a recruitment team who are committed to ongoing reviews of our recruitment processes to create change on how and where we recruit.

In January 2023 we launched our new enhanced family friendly benefits (maternity, adoption, paternity and shared parental leave), and we continue to offer flexibility and supportive working arrangements for all employees through our hybrid working model. This enables all staff to better accommodate and balance home life and work life.

We are an inclusive employer dedicated to creating a workplace that reflects the world we want to live in, and ensuring TMW is a place for everybody. We strive for an environment where everyone is treated fairly and respectfully, and has equal access to opportunities and resources. Whether you're just getting your foot in the door, or you're an experienced employee with shifting life circumstances, we're committed to being flexible to accommodate each person's individual needs.

We are committed to doing everything we can to close the gender pay gap and will continue to monitor our gender pay gap data, policies, and initiatives in an effort to close the gap over time.