

HOMEBASE UK GENDER PAY GAP SUMMARY

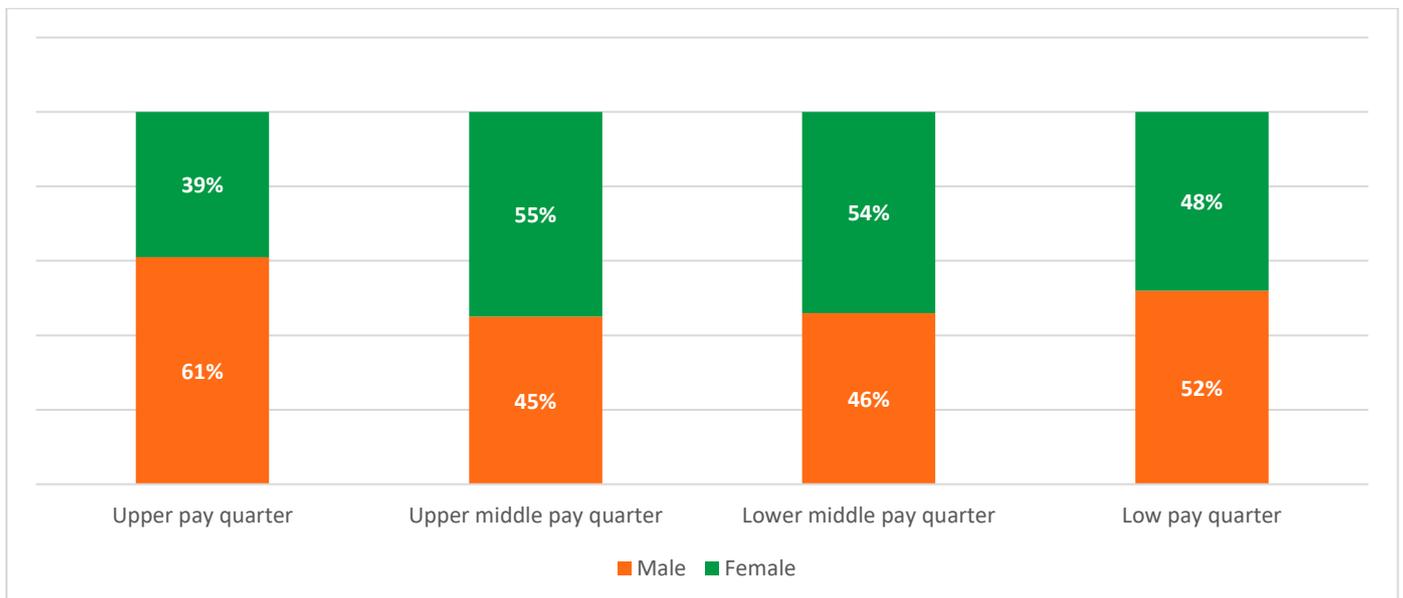
We employ over 4221 team members with almost equal men and women (50.34% men and 49.66% women). Our focus continues to build a more diverse workforce where all team members can reach their full potential, are rewarded fairly, and have equal opportunities to develop.

The 2023 gender pay gap calculation, taken on 5 April 2023, is broadly static when compared to the 2022 calculation even though the population of full-pay relevant employees is smaller. 2022's data related to 4,457 team members compared to this year's population of 3,914.

Total Gender Pay Gap		Total Bonus Pay Gap		Percentage of men & women receiving bonus pay		
Median	0.3%	Median	15.1%	Percentage Receiving a Bonus	Female	Male
Mean	13.3%	Mean	64.0%			

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 decreased by 5% from 44%. The mean gender pay gap has increased since 2022 from 12.2% to 13.3%. The median gender pay gap is 0.3% down from 0.4%. The mean bonus pay gap has increased by 24.9% while the median has decreased by 0.2%.

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 20th March 2024, the information was confirmed as accurate by Damian McGloughlin Chief Executive Officer – HHGL Ltd, trading as Homebase.