

HOMEBASE UK GENDER PAY GAP SUMMARY

We employ over 5,500 team members with almost equal men and women (50.4% men and 49.6% 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 grow and develop.

The 2020 gender pay gap calculation, taken on 5 April 2020, has been significantly impacted by the pandemic. At this time, to keep our team and customers safe, Homebase stores were temporarily closed, and team members placed on the Furlough Scheme. This means that 91% of the team are excluded from the pay gap/quartile calculations, which are based on data from less than 500 team members.

Total Gender Pay Gap

Median	10.9%
Mean	24.1%

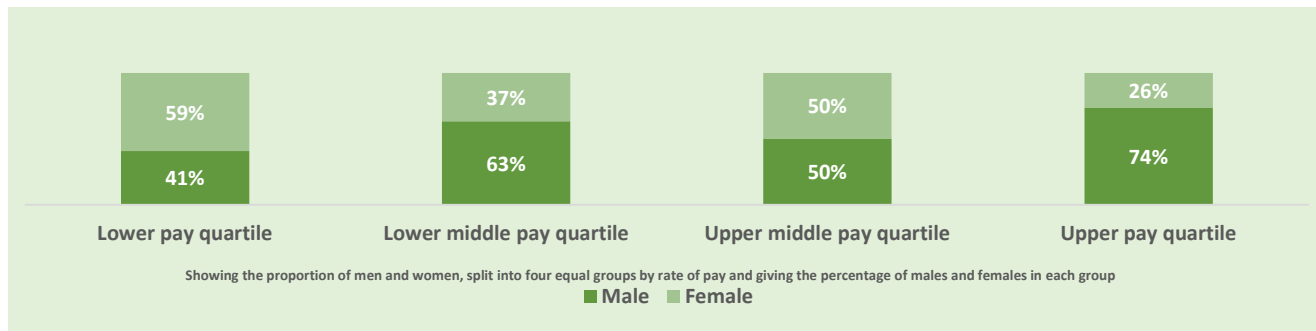
Total Bonus Pay Gap

Median	15.0%
Mean	62.8%

Percentage of men & women receiving bonus pay

Percentage Receiving a Bonus	Female	Male
	95.7%	94.6%

Pay Quartiles



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 4th October 2021, the information was confirmed as accurate by Damian Mcgloughlin Chief Executive Officer – HHGL Ltd, trading as Homebase.