

# TCL Gender Pay Report



## Background

T C Landscapes Limited forms a major part of the TCL Group one of the fastest growing landscape services, estate management and play space services providers in the UK. TCL Groups principle purpose is to create exceptional outdoor spaces that not only look the part, but also play their part in delivering real value for both the client and the end user.

Our values form the foundations of the TCL Group; they drive our business, our thinking, our culture and our behaviors. As part of this we are committed to providing an environment that allows team members to progress, as they wish, no matter their background. We are

focused on training and development our people and allowing them, should they choose, to move from operatives through to leadership roles and we are proud of our success in this area.

We are pleased to report that our gender pay gap is -2.3% which is very close to our ideal of no gap and significantly below the UK average. However, our aim remains to close the gap altogether.

Our analysis of the pay gap has shown that our gap is driven by Landscaping being traditionally a male dominated profession with our female colleagues more likely to work in our senior management roles.

## About the report

Gender Pay reporting legislation requires employers with 250 or more employees to publish data each year showing how large the pay gap is between male and female employees. The legislation came into effect from 5 April 2017.

The gender pay gap is not about equal pay. Equal pay is ensuring that men and women doing the same job are paid the same. We recognise the importance of equal pay for equal work and ensure that this the case for all roles within the TCL Group.

The gender pay gap is the difference in the average pay and bonuses between all men and all women across our business.

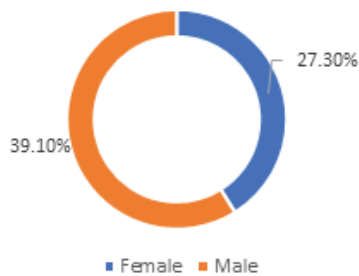


## Gender Pay Gap Figures

The table below shows the mean and median pay gap based on hourly rates of pay and the difference between bonus payments:

	Mean	Median
Women's Hourly Rate	3.9% lower	5.4% higher
Women's Bonus Pay	126.7% higher	1747.4% higher

### Proportion of Males and Females receiving a bonus



The table below shows the gender distribution across four equally sized pay quartiles:

	Male	Female
Upper	77.8%	22.2%
Upper Middle	87.7%	12.3%
Lower Middle	91.7%	8.3%
Lower	86.1%	13.9%

## Why we have a gender pay gap

TCL Group is confident that men and women are paid equally for doing equivalent jobs across the company.

The main reason for our gender pay gap is the imbalance of male and female colleagues across the business, with women only accounting for 14% of our total workforce. The women who do work in our business are largely represented in our upper quartile of earners, predominantly in sales. The pay structure within sales include a significant bonus percentage whereas our operative teams have a pay structure that includes a lower bonus percentage.

Across the business there are a variety of roles but the highest proportion of these are attributed to "Landscape Installation" careers which is traditionally seen as a male dominated industry. The make up of these roles within TC Landscapes are significantly biased towards male employees which is reflective of the industry that we operate in.

A large proportion of our senior roles are held by men, however, their effect on the gender pay gap is reduced because male employees in our operational teams make up most of the lower quartiles.

## How are we addressing the pay gap:

We see a future for women in the industry and are keen to assist with that progression. We aim to recruit from the widest possible talent pool and are committed to the principle of equal opportunities and equal treatment for all individuals.

We are focused on training and development our people and allowing them, should they choose, to move from operatives through to leadership roles and we are proud of our success in this area.

## Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Simon Cashmore, Group CEO, TCL Group