



TradeChoice  
**Carpet &  
Flooring**



# 2025

# Gender Pay Gap

Our Annual Gender Pay Gap Report



**TradeChoice Carpet & Flooring | Leading  
UK supplier of floorcoverings**

TradeChoice Carpet & Flooring supplies  
floorcoverings, screeds, adhesives & flooring...

 [tradechoice.com](https://tradechoice.com)



# Executive Summary



Historically women have been underrepresented in the wholesale, distribution and construction sectors and as a result it is an ongoing challenge to attract more women into various roles and career opportunities across the company. With a large portion of our workforce falling under the Warehouse/Transport categories, we find it difficult to attract women to these roles, so our results are always impacted by us having a substantially higher number of male colleagues compared to female colleagues.

One of the ongoing challenges we face is centred around replacing female colleagues that leave. Whilst we are open to filling the vacated roles with female colleagues, the reality is that this isn't always possible. That said, compared to 2023 we increased the number of female colleagues across the company and we also now have 5 female colleagues working within a warehouse role (from none previously). Although these are small steps, it shows we are actively trying to encourage more females to apply for all vacancies across our business.

We want to address the gap and this is reflected in our results which show that in 2024 female colleagues were paid on average 7% less than our male colleagues, which is a significant improvement on last year's results, where our female colleagues were paid on average 11% less than our male colleagues. In addition to this, a higher proportion of our female colleagues are in receipt of a bonus compared to their male counterparts (57.1% vs 55.4%). The median bonus paid to female colleagues is also 111% higher than that paid to our male colleagues.

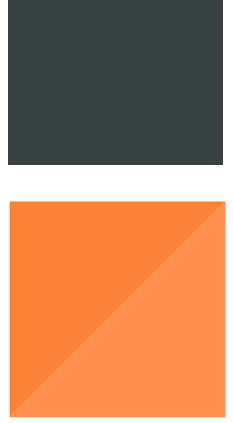
We continue to work to improve the balance of women and men and other demographics within TradeChoice, which includes a commitment to providing equal opportunities. We are aware that we have work to do and strive to recruit more women to roles across our company, especially in key leadership roles, and we will focus on the plan articulated in this report.

I confirm that all of the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

A handwritten signature in black ink that reads "Stuart Baker".

Stuart Baker  
Managing Director  
TradeChoice Carpet & Flooring  
March 2025

# Gender Pay Gap Report and Analysis



# 2025

## What is the gender pay gap?





The UK government introduced an annual requirement for UK companies with more than 250 employees to report their Gender Pay Gap annually.

The Gender Pay Gap measures the difference between men and women's average hourly rate of pay across our company on the 5th April each year. In addition, the Gender Pay Gap also measures the difference between bonus payments received by men and women in the 12 months prior to the 5th April each year.

### Gender Pay Gap is not Equal Pay

Gender pay measures the difference in the average hourly pay of men and women. The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. It can be used to assess levels of equality in the workplace and a measure of seniority or progression but it is not an equal pay issue. Equal pay is about a man and a woman receiving equal pay for the same or similar job, whilst the Gender Pay Gap looks at all roles across the company.

We are reporting our gender pay gap for the fifth time, with data for hourly rates of pay compiled as at the 5th April 2024. We are also reporting our gender pay gap on bonus data paid between the 6th April 2023 and the 5th April 2024.



# Gender Pay Gap Terms & Top Level Results

## Mean pay / bonus gap

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

## Median pay / bonus gap

The median involves listing all the pay rates / bonus amounts in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference.

The median gender pay gap removes any influence of very high and very low pay.

## Gender Pay Gap Top Level Results

**Mean Gender Pay Gap:** women are paid 7% less than men.

**Median Gender Pay Gap:** women are paid 2.9% less than men.

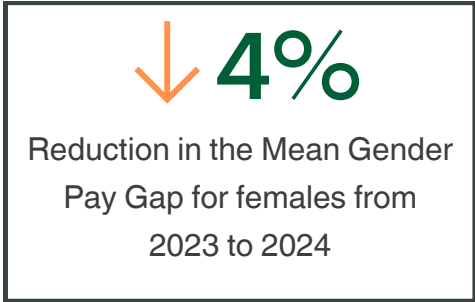
**Mean Bonus Pay Gap:** the mean bonus paid to women was 31% less (37.9% less in 2023) than that paid to men.

**Median Bonus Pay Gap:** the median bonus paid to women was 111.4% more (24.7% more in 2023) than that paid to men (£2,808 vs £1,328).

# Further Information

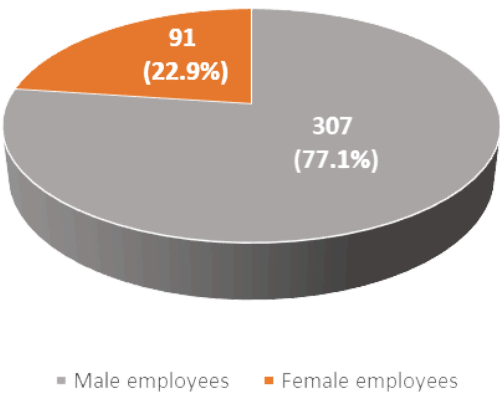


TradeChoice Carpet & Flooring's Mean Gender Pay Gap is significantly lower than the UK national average of women being paid 13.1% less than men (Source: Office for National Statistics, 2024). This is a significant improvement on our results last year where women were paid on average 11% less than men.



As referenced in the Executive Summary, part of the reason we have a such a differential in pay, particularly bonus averages, is our gender split across the company, with less than a quarter of our colleagues being female. Unfortunately, currently only 23% of our mid/senior banded roles are occupied by females.

Employee Breakdown by Gender



## Pay

Female colleagues are paid on average £15.38, compared to the male average of £16.50. Our Median Gender Pay Gap result shows our female colleagues are paid 2.9% less than men, which is positive and a small improvement on last year. TradeChoice results have always shown that we perform better than the national average but we recognise there is still work to do.

## Bonus

The proportion of female colleagues receiving a bonus was higher at 57.1%, compared to 55.4% of men. For all colleagues receiving bonuses, the average bonus paid to female colleagues was £4,197, compared to £6,085.30 for male colleagues. The average bonus paid across all our female colleagues is £2,398, compared to an average of £3,369 for our male colleagues, of which we have more.

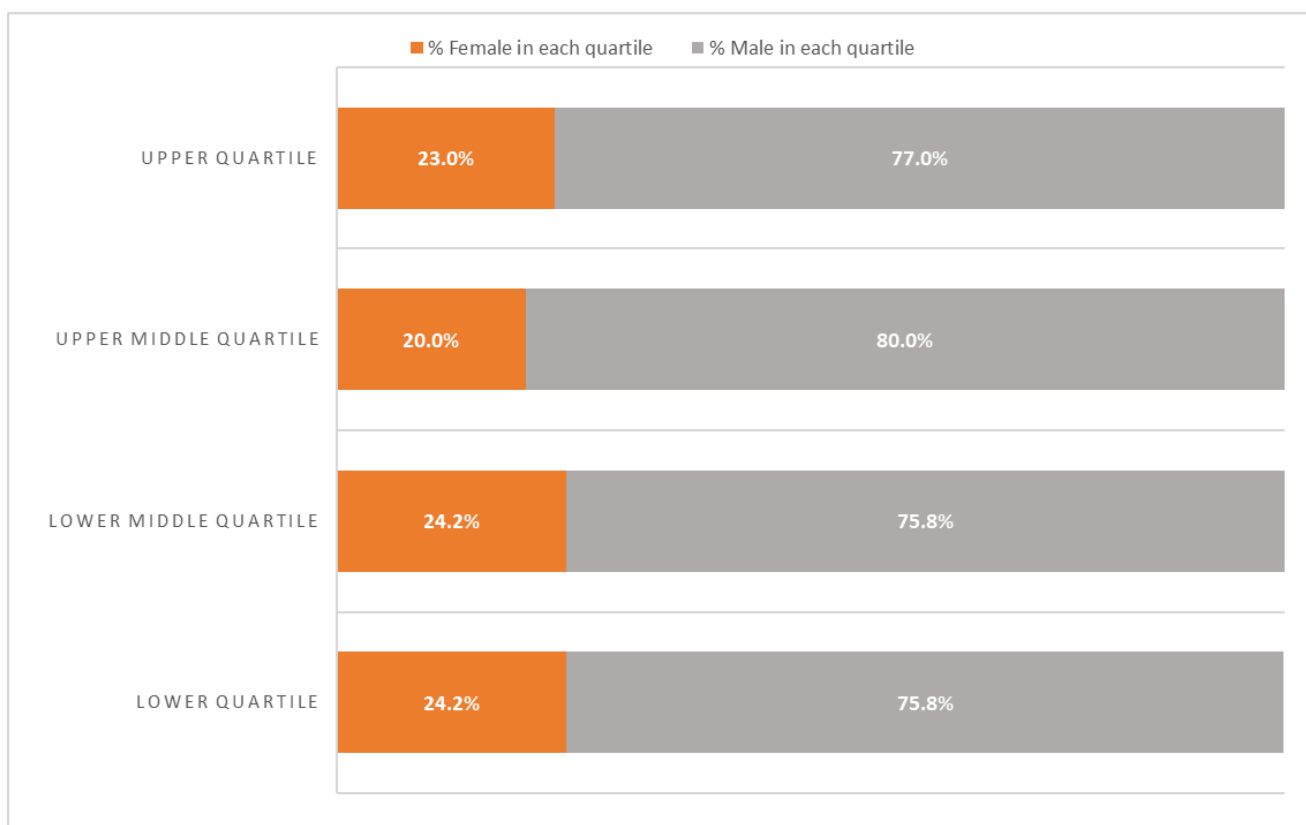
# Pay Quartiles



Shown below is the proportion of women and men in each pay quartile across TradeChoice Carpet & Flooring (with upper quartile being the highest paid employees in the company, and lower quartile being the lowest paid employees).

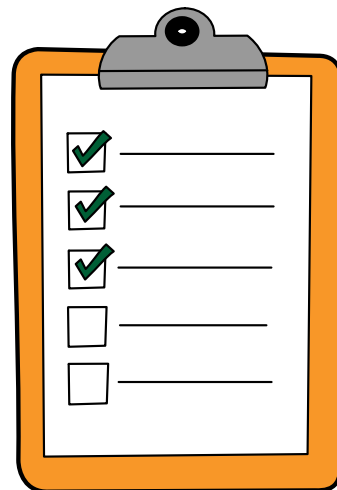
In previous years this was even further weighted towards the lower middle quartile and we have made progress in having more of mix across the quartiles. It is particularly pleasing that the upper quartile has gone from 16.3% in 2023 to 23% in 2024. One area we have difficulty in is recruiting leavers like for like, for example we had two female driver colleagues that left their positions. Unfortunately, due to the nature of the heavy lifting involved, female candidates are less likely to apply and harder to source, indeed we have had 2 females offered the role who have declined for these reasons.

Pay quartiles – proportion of colleagues from each gender in each pay quartile





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# Action Plan



We focus on advertising our roles to make them appealing for everyone and ensure our recruitment practises are inclusive.

Our careers website will continue to feature a range of gender and other demographics with use of inclusive language <https://careers.tradechoice.com/>

We will prioritise our female applicants for our screening and interview selection process.

We regularly review reporting through our ATS (Applicant Tracking System) on demographics and gender split of applicants, and applicants against interview.

We annually benchmark roles, checking gender pay. This year we have committed to have a pay principles policy that ensures consistency of approach for all our colleagues.

Increased exploration of use of flexible working including part-time and apprenticeships.



Kamran Arshad  
Pay and Reward Manager