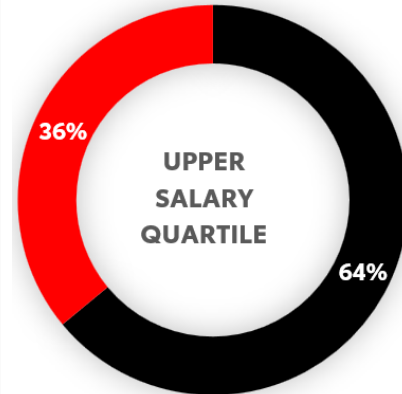
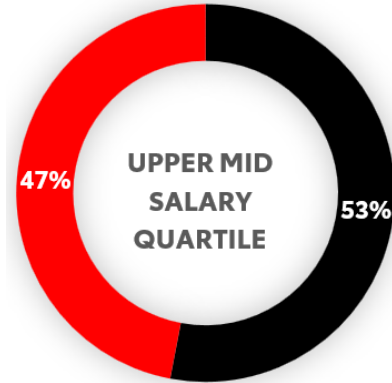
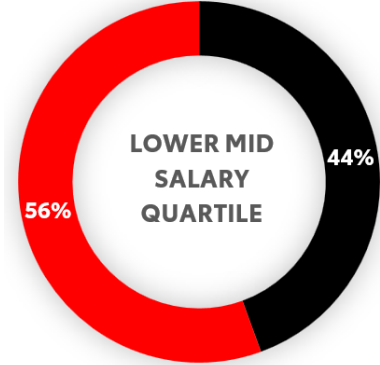
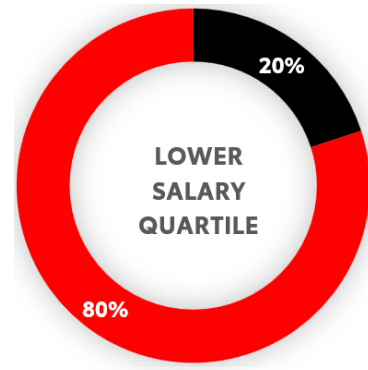


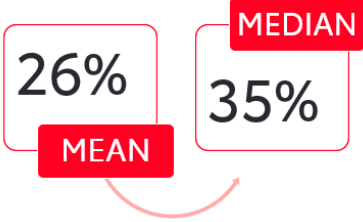
## SALARY QUARTILES

Quartiles are ordered by individual hourly pay, split into four groups of the same size.



■ MALES ■ FEMALES

## GENDER PAY GAP 2024



### SALARY DIFFERENCE BETWEEN MALES & FEMALES

Average hourly pay is the percentage difference between the average pay for men and women, based on the average male pay.

### WHAT PROGRESS HAVE WE MADE & WHAT'S NEXT?

This report marks our second year of publicly sharing our gender pay gap data, and we are proud to continue this important work. This report is an opportunity to reflect on our progress, share the actions we've taken to create a more equitable workplace, and outline the steps we are continuing to take toward closing the gender pay gap for good.

At TFS we believe that real change happens when we measure, understand, and openly discuss the challenges we face. Publishing this report is a vital part of our ongoing commitment to gender equality and providing an environment where all employees can achieve their full potential.

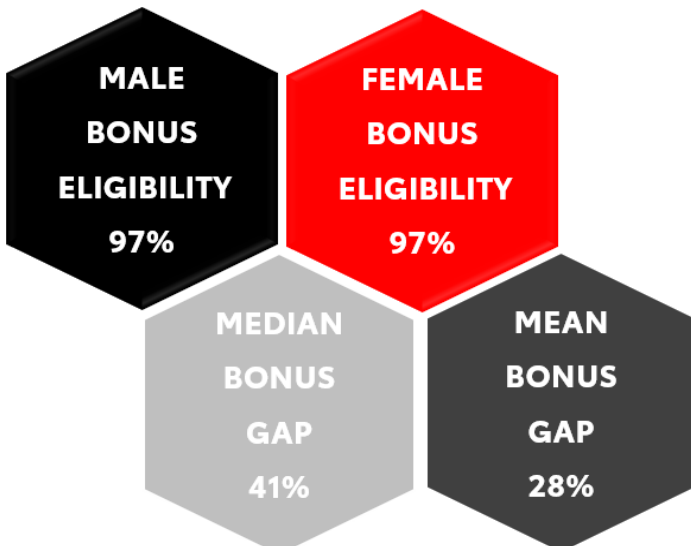
We've made significant improvements to our life leave policies - **Paternity leave** has been enhanced by removing previous qualifying periods and doubling the time allowed off. **Maternity leave** is now available from day one of employment, further improving our enhanced maternity offering. **Carer's leave** has been added to our absence policy, and we've improved our **Time off for Dependents** leave options.

We're prioritizing the development of our **Emerging Talent pipelines**. The current cohort in our internal development program, "Accelerate", is predominantly female and may have the opportunity to be fast-tracked into senior roles.

We're also making strides in our **recruitment and selection processes**, with job profiles now using more inclusive language to attract a more diverse range of candidates. To track our progress in diversity and inclusion, we're launching another **Belonging & Impact Survey** to measure key metrics and assess the impact of our initiatives.

We've just updated our People Promise - '**Purpose moves us, People inspire us**'. We commit to an organisation where every individual can **Thrive Together** and is empowered to contribute to our shared success. We **Drive Excellence** together through providing knowledge and opportunities so that our people can succeed. And we promise to support employees to **Own Their Journey**, by creating a learning environment that shapes careers and rewards curiosity.

Our first report highlighted both our strengths and areas for growth, and this year's report builds on that foundation. We have made strides in addressing the gap, but we are aware that there is still work to be done.



### BONUS DIFFERENCE BETWEEN MALES & FEMALES

Bonus pay is the percentage difference between the average bonus for men and women, based on the average male bonus.

This data is based on the snapshot date of 5<sup>th</sup> April 2024 and is considered a fair representation of TFS's Gender Pay Gap.

DENA BOND

Director of People & Culture