

Gender Pay Gap Report 2024

Tiger Retail Ltd (GB01)

Overview

Flying Tiger Copenhagen is a global retailer with Zebra A/S, as the Parent Company. Our stores offer new, fun, and useful products at affordable prices.

All stores are marketed under the Flying Tiger Copenhagen brand name, the legal trade name differs. This report relates to **Tiger Retail Ltd (GB01) which comprises of 56 stores across the United Kingdom.**

Colleagues are at the heart of everything we do in Flying Tiger Copenhagen and their commitment to our strategy and values is key to our long-term success. We are committed to being a truly inclusive retailer, where our colleagues can fulfil their potential and where our customers enjoy shopping with us.

This report sets out our gender pay gaps within Tiger Retail Ltd (GB01) and other data required under the Equality Act 2010 Gender Pay gap legislation, and some of the work we're doing to build on our inclusive culture.



Gender Identity: We want to be a truly inclusive retailer and take our responsibility towards our non-binary and gender-fluid colleagues very seriously. Gender Pay Gap regulations mean we must identify our colleagues as men and women:

Culture

Flying Tiger Copenhagen is based on an open culture where we trust each other and value what our colleagues have to offer. Colleagues are at the heart of everything we do in Flying Tiger Copenhagen and their commitment to our strategy and values is key to our long-term success. We are committed to being a truly inclusive retailer, where our colleagues can fulfil their potential and where our customers enjoy shopping with us.

Commitment



We are committed to the principle of equal opportunities and equal treatment for all colleagues regardless of their gender or any other protected characteristic. We have clear processes in place to ensure we pay colleagues equally for the same or equivalent work, for example:

- For our retail teams, we have set salary bandings based market rates, store turnover and location
- Our Head Office salaries these are governed by bench marketing rates based on the job role and individual responsibilities.

Salaries are reviewed on an annual basis and new bandings published to hiring managers.

At all levels within Tiger Retail Ltd, there are more females employed than males, with 79% of our total colleagues identifying as female and 21% male. This is a 3% point increase in female colleagues versus 2023.

What is Gender pay gap?

We use the calculations set out by the government to generate the gender pay gap figures. The pay gap is the difference in average earnings between groups of colleagues in a business, regardless of their roles. The Gender Pay Gap is the difference between women's and men's average pay. The following calculations are used for the purpose of this report to show the difference between the average earnings of men and women within Tiger Retail Ltd.

Equal pay is different from the pay gaps that we are reporting in this report.

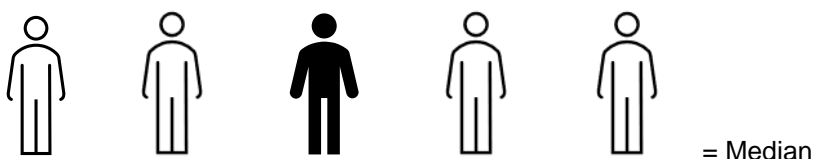
Equal pay is about how much colleagues are paid for doing the same or similar role or work that's considered of equal value. We ensure we pay our colleagues according to their role, regardless of their gender, for example, all colleagues in retail stores are paid an hourly rate based the published agreed pay rates.

How we calculated?

We have reported as per the government requirements ;

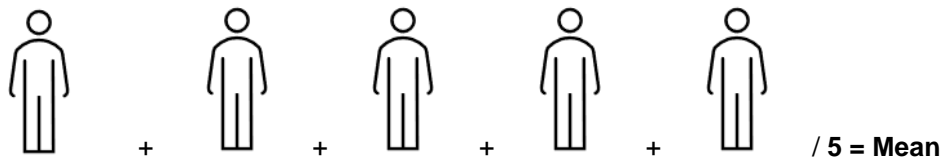
- The average Gender Pay Gap as a mean and median average;

If we were to line up our male and female colleagues separately from the lowest to the highest paid then the pay of the colleague in the middle is the median. The median pay gap is the difference between the middle male colleague and female colleague.



With the mean pay gap we take the average pay of all of our

male colleagues and compare this to the average pay of our female colleagues.



- The average bonus Gender Pay Gap as a mean and median average;
- The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment and;
- The proportion of males and females when divided into four groups (quartiles), ordered from lowest to highest pay.

Summary of our results

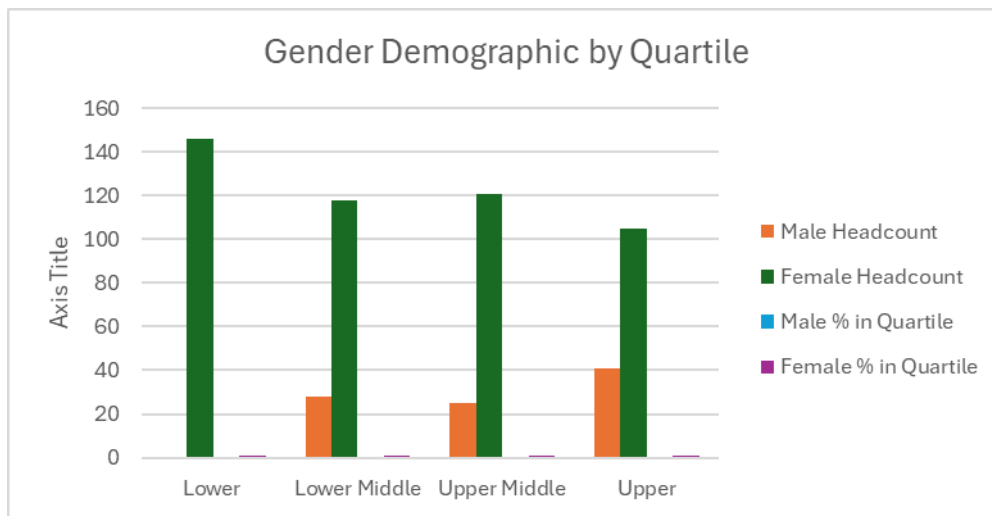
The figures below relate to colleagues employed by Tiger Retail Ltd.

Mean and Median gender pay gaps

The Median pay gap for Tiger Retail Ltd is 1.9% versus 2.39% in 2023 and The National Median Gender pay gap of 7.7%. . **This means that our gender pay gap is favourable to our female colleagues , reflecting our high percentage of female colleagues. Compared with the national gender pay gap reported by Office for National Statistics (ONS) Tiger Retail Ltd has a considerably lower median and mean.**

Source: <https://commonslibrary.parliament.uk/research-briefings/sn07068/>

Tiger Retail Ltd Pay Quartiles by Gender



The model above shows the where male and females are most concentrated in our pay bandings. The lower quartile reflects that we do not have any males in the business in this pay category this is reflection of the portion of females to males in the organisaton.

Tiger Retail Ltd Bonus median and mean

Bonus at Tiger Retail Ltd is mainly based on achievement of key performance indicators (KPIs) and was previously paid to operational management employees (HQ and in stores) if the store they were based at or overseeing meets the set KPIs.

In 2023 we introduced a colleague bonus scheme in Q4 linked to store performance this reflects the larger proportion of colleagues receiving bonus v's last year as all colleagues had a opportunity to earn bonus.

Out of the 487 employees who received a bonus, there were considerably more women who received a bonus, 86%.

What do we plan to do next?

To continue addressing our gender pay gap, we plan to do the following in 2023:

- Continue to showcase females leadership
- Promote our Family Leave policies
- Continie internal talent programmes like Grow to develop colleagues through the business

Tiger Retail Ltd is committed to reporting annually what we are doing to reduce our gender pay gap are pleased we have reduced the gap since 2023.

We confirm that our data has been calculated according to the requirements of the Equality Act 2010.

M. Burke.

Michael Burke
Managing Director