



Wickes Group plc

Gender Balance Methodology Statement 2023

Context

For 2023, Wickes set two targets to increase the balance of females in proportion to the number of males within two leadership populations within Wickes colleagues. These targets are the focus of the activity of our inclusion and diversity programme, which forms part of the People pillar of Wickes' Responsible Business Strategy - Built to Last. These targets were also linked to the Executive Annual Bonus for 2023.

Definitions

For the purposes of these targets, the roles are defined as follows:

- Store Leadership: Design Consultants (including virtual), Store of Excellence Manager, Store Manager, Customer Experience Managers, Customer Cluster Manager, Store Operations Manager
- Support Centre leadership: M1 and above (excluding IT).

Note: IT was excluded due to the planned growth of the function throughout 2023 and the challenges of recruiting females in volume within a male dominated industry.

Process

1. The HR System (HRe) provides a data feed into our Qlik database and the data is then downloaded into a google sheet to calculate performance.
2. The data is downloaded at the start of each month with an effective date of the end of the previous calendar month. The % is calculated as at the last day of the month. The 2023 result will be downloaded on 2nd January 2024 and will be effective as of 31st December 2023.
3. The data is filtered by organisation levels and job titles using above definitions
4. Calculate females as a % of total colleagues within that population

Appendix

Wickes Support Centre Colleague Banding levels

Grade Level	Type of Roles
C	All colleague roles
M1	Professional level support centre roles with and without line management responsibility
M2	Senior Professional support centre roles generally with line management responsibility
M3	Senior Management - Technical and Head of Department roles
D1	Senior Leadership roles
D2 and above	Director level