



Wickes Group plc Gender and Ethnicity Balance Methodology Statement 2024

Context

For 2024, Wickes set two targets to increase the balance of females in proportion to the number of males within the overall leadership population and to improve ethnicity representation within the leadership population. These targets are the focus of the activity in 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 2024.

Definitions

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

- Leadership: All colleagues M1 and above and C6 roles; Wickes Operations Manager and Wickes Store Manager (excluding non exec & chairman)
- Gender: Male and Female
- Ethnicity: Underrepresented ethnic minorities (all ethnicities except White and Unknown)

Note: C6 Wickes Operations and Wickes Store Manager roles in Store have been included as they are viewed as Store Leadership roles.

Process

1. The HR System (HRe) provides a data feed into the Company's 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 2024 result was downloaded on 2nd January 2025 and is effective as of 31st December 2024.
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.
5. Calculate the UEM 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 or
M3	Senior Management - Technical and Head of Department roles
D1	Senior Leadership roles
D2 and above	Director level