

	TSG GROUP	Reference	TSG-POL-HR-001
		Date	02/03/2026
Group Policies & Procedures	Gender Pay Gap Statement	Prepared by	UK HR Dept

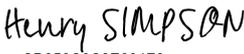
I, Henry Simpson, Managing Director TSG UK Solutions Ltd, confirm that the information and data provided in this gender pay gap report for TSG UK Solutions Ltd is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

TSG UK Solutions Ltd is committed to promoting gender equality and ensuring fair pay for all our employees. This report provides an analysis of our gender pay gap as of the snapshot date of 5 April 2025, covering the reporting period from 6 April 2024 to 5 April 2025.

We have calculated the data in this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This legislation requires all UK organisations with 250 or more employees to publish their gender pay gap information annually.

We recognise that a gender pay gap does not necessarily indicate unequal pay for work of equal value. Instead, it reflects the difference in average earnings between men and women across our entire workforce. We are dedicated to understanding the root causes of our gender pay gap and taking meaningful steps to address them.

We believe that transparency is crucial in driving positive change. We are committed to using this report as a tool to inform our ongoing efforts to create a more equitable and inclusive workplace.

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Henry Simpson
TSG UK Managing Director

Date: 02/03/2026