

# Gender Pay Gap Report 2024



fittleworth

*At Fittleworth we are committed to an active equal pay and equal opportunities policy. This runs right through the business from the recruitment and selection procedures, through our pay and benefits practices, training and development, appraisal and promotion opportunities, to retirement.*

*We aim to employ people who reflect the diverse nature of our society and recruit, pay, develop, and promote people on merit, rewarding outstanding performance regardless of background or gender.*



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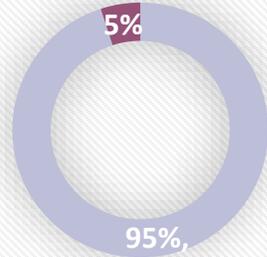
# Pay & Bonus Gap

<i>Pay and Bonus Gap Difference between Men and Women</i>		
<b>%</b>	<b>Mean</b>	<b>Median</b>
Hourly Fixed Pay	13.00%	1.5%
Bonus Paid	-470.58%	0%

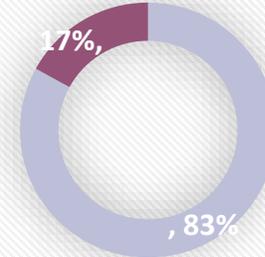


This table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2024). It also captures the mean and median difference between bonuses paid to men and women at Fittleworth in the year up to 5 April 2024, i.e. for the 2023 performance year.

# Proportion of employees awarded a Bonus



■ % Women with Bonus  
■ % Women without Bonus

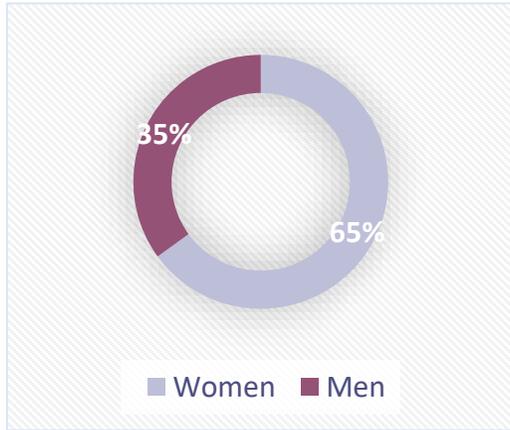


■ % Men with Bonus  
■ % Men without Bonus

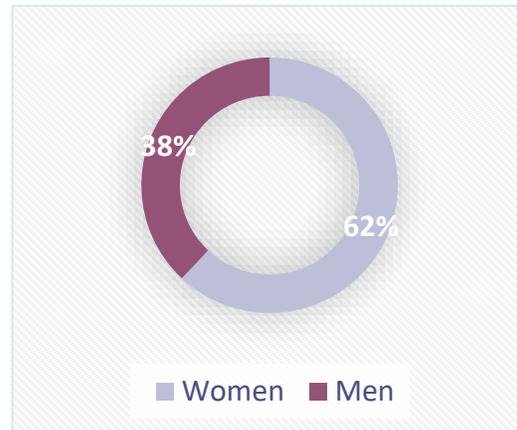


These charts show that almost a slightly higher percentage of women were paid a bonus in 2023 compared to men. 95% of women received a bonus and 83% of men. As Fittleworth employ more women than men, almost twice as many women received bonuses than men in 2023.

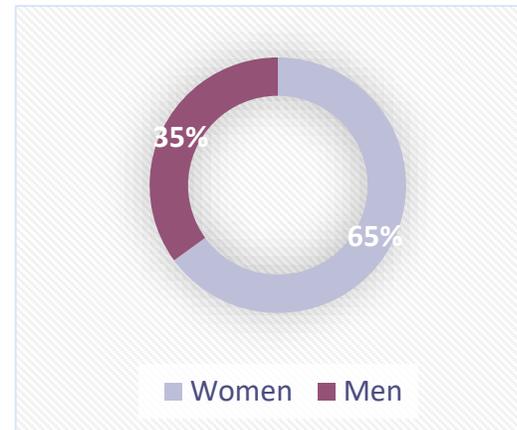
### Lower Quartile



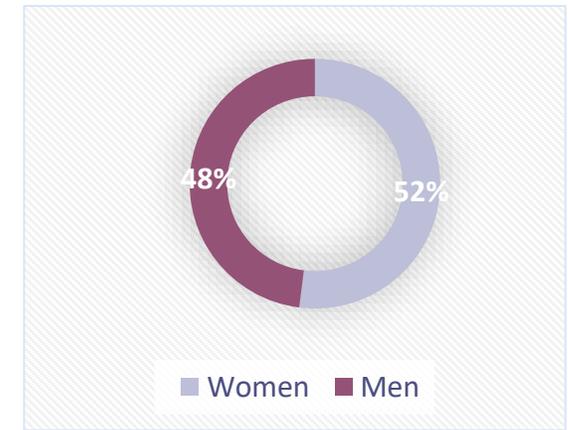
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



These charts illustrate the gender distribution at Fittleworth for full pay relevant employees, across four quartiles, each containing 82 employees..

As can be seen we employ more women than men across the business. Employees in the first two quartiles generally represent our Care Centre and Customer Service departments. We are confident that men and women are paid equally for doing equivalent jobs across our business.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jasmine Sparkes  
HR Manager