

# Gender Pay Gap Report 2025



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.*



fittleworth

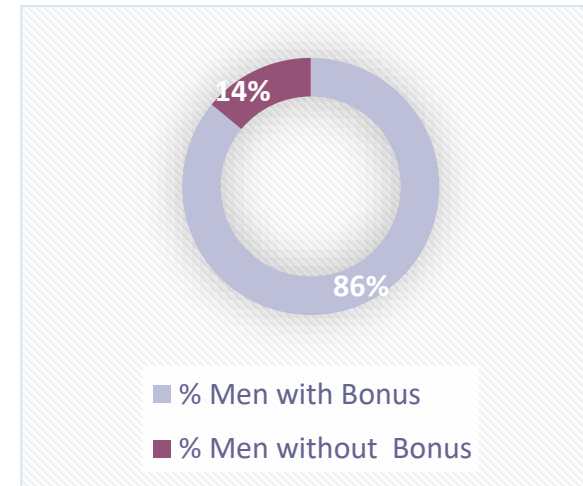
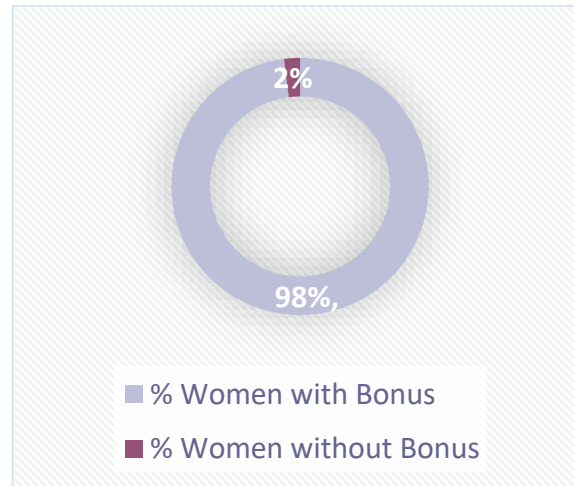
# Pay & Bonus Gap

<i>Pay and Bonus Gap Difference between Men and Women</i>		
<b>%</b>	<b>Mean</b>	<b>Median</b>
Hourly Fixed Pay	8.01%	3.5%
Bonus Paid	32.81%	0%



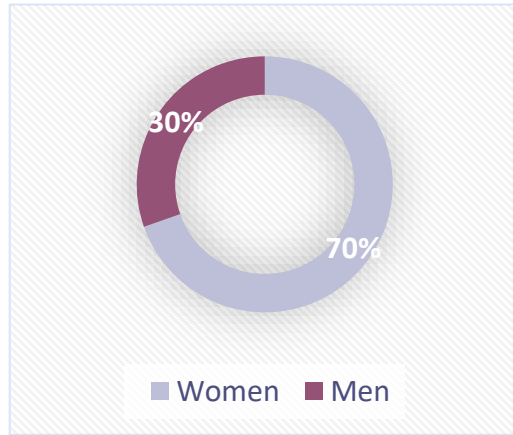
This table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2025). It also captures the mean and median difference between bonuses paid to men and women at Fittleworth in the year up to 5 April 2025, i.e. for the 2024 performance year.

# Proportion of employees awarded a Bonus

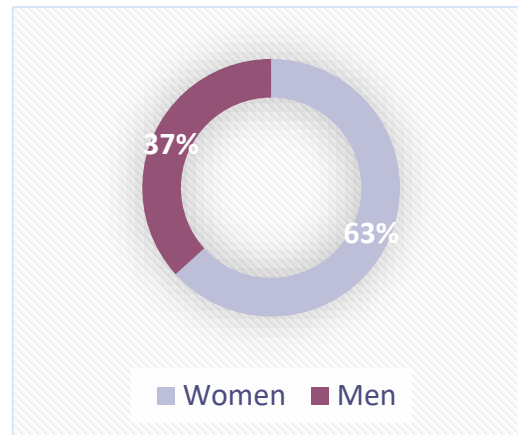


These charts show that almost a slightly higher percentage of women were paid a bonus in 2024 compared to men. 98% of women received a bonus and 86% of men. As Fittleworth employ more women than men, almost twice as many women received bonuses than men in 2024.

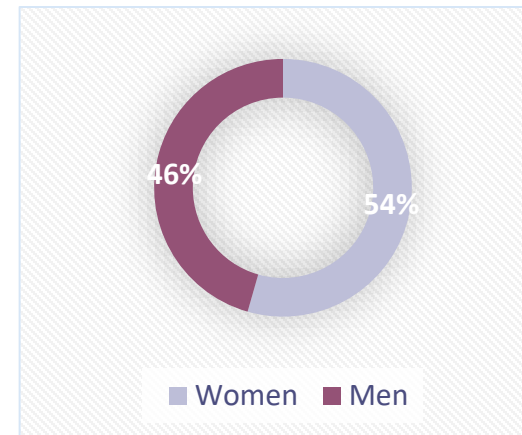
### Lower Quartile



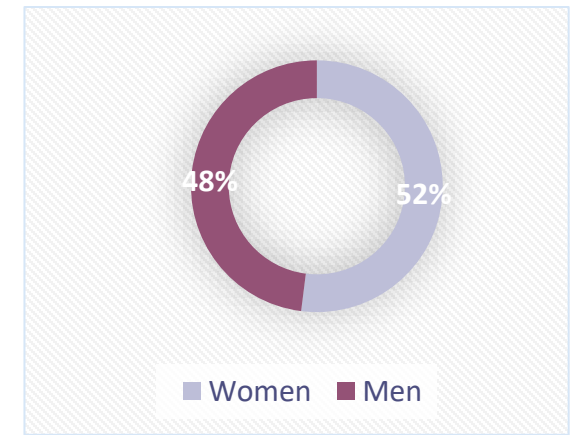
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



These charts illustrate the gender distribution at Fittleworth for full pay relevant employees, across four quartiles, each containing 79 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.

Zoe Clarke  
HR Manager