

Gender Pay Gap

Sykes Cottages

Snapshot Date: 5th April 2023



Sykes Cottages gender pay gap:

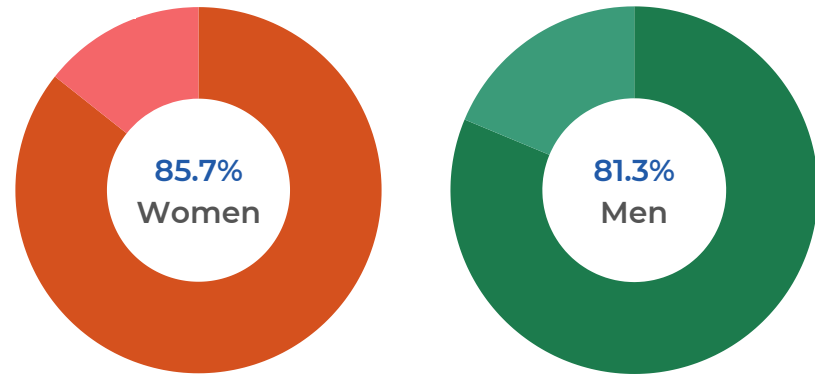
Mean pay gap: 24.43%

Median pay gap: 18.83%

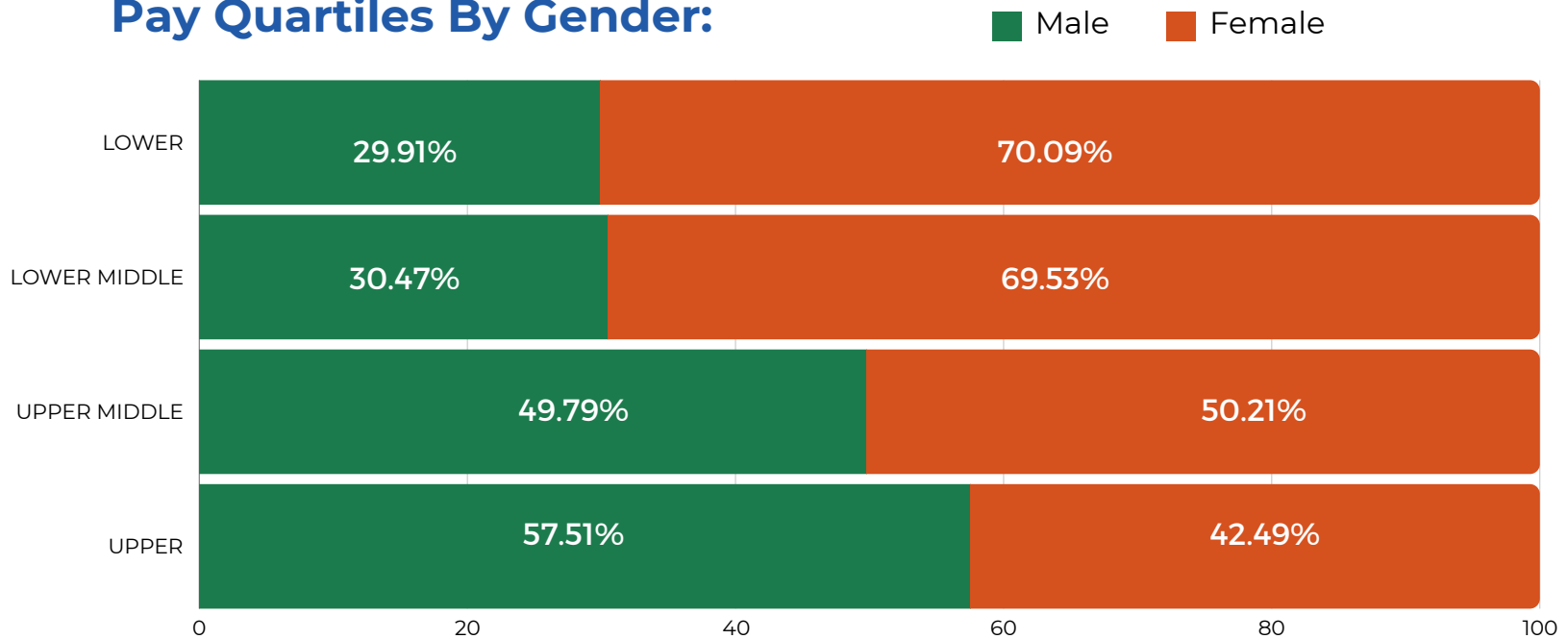
Mean bonus gap: 39.27%

Median bonus gap: 15.81%

Percentage receiving a bonus:



Pay Quartiles By Gender:



Our commitment to Sykes Cottages stakeholders

The gender pay gap is different from Equal Pay. The law requires that men and women receive equal pay for work that is the same, comparable, or of equivalent value. At Sykes Cottages, we embrace equal opportunities and fair treatment for all employees, as this is an integral part of our strategy to foster an inclusive workplace culture where individuals can maximise their potential.

Sykes is confident that the gender pay gap is not due to paying men and women differently for the same or comparable work. Instead, it stems from the distinct roles in which men and women are employed within the organisation and the corresponding salaries associated with those roles.

We are committed to reducing our Gender pay gap, with a positive trend in the right direction in the last three years. We have a good family friendly policy which we believe encourages more women back to the workplace, with women representing 90% of our part time colleagues, enabling a balance of work and life commitments.

Our executive team consists of 5 males and 1 female, however, our senior leadership team has a 50/50 gender split, this should ensure our next line of leaders narrow our gender pay gap further. We continue this trend with our senior management team who are a 50/50 gender split and our line managers who are over 50% female. This ensures our commitment to the gender pay gap, and is something we will continue to address over the coming years.

How we intend to address and reduce our gender pay gap?

There is work to be done over the next year. We plan to reinvigorate our employee forum to ensure we have direction on employee engagement and communication but with ED&I at the forefront of the agenda. This will help us be guided by colleagues on how we can make Sykes a place where everyone can thrive.

We continue to plan a calendar of events to raise awareness of a variety of wellbeing topics, and celebrate diversity, including International Women’s Day, Menopause Awareness, Neurodiversity and Women’s Health Week where we invite colleagues to be part of the continuous improvement this organisation undergoes to ensure women can thrive at Sykes.

Final statement

In recent years, Sykes has experienced significant expansion, including the growth of its People Team’s capability. This, alongside People forming the foundation of our mission for 2022 - 2026 put our people at the heart of what we do. Furthermore, Sykes is dedicated to tracking and sharing progress on reducing its gap annually.

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| Signed for and on behalf of Sykes Cottages, I can confirm this published information is correct: | |
| MICHAEL GRAHAM | CHIEF FINANCE OFFICER |