

Gender Pay Gap Sykes Cottages

Snapshot Date: 5th April 2024



Sykes Cottages gender pay gap:

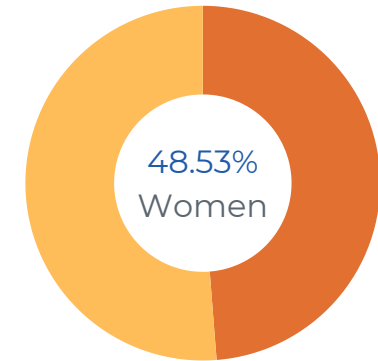
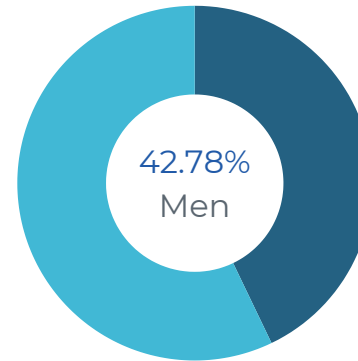
Mean pay gap: 25.19%

Median pay gap: 9.06%

Mean bonus gap: 7.57%

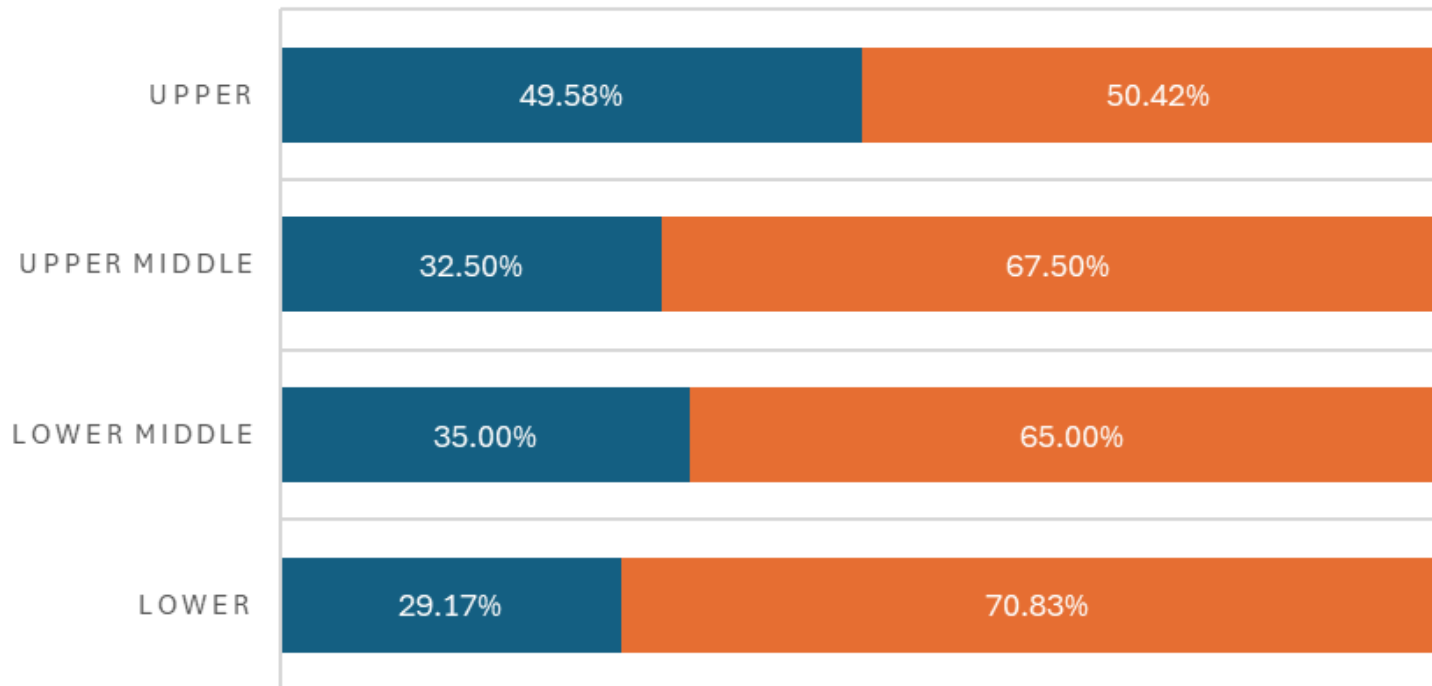
Median bonus gap: 1.44%

Percentage receiving a bonus:



Pay Quartiles by gender:

■ Male ■ Female



We are pleased to present our first Forge Group Gender Pay Gap Report, providing a snapshot perspective as of April 5th, 2024. In the past, each business reported its findings separately. We have now adopted a unified approach. Our aim is to highlight the diverse experiences of our workforce across the company to identify areas for improvement in the future. We recognise the importance of using it as a launching point for substantive discussions on gender equity moving forward.

Our Commitment

We are dedicated to fostering diverse leadership within our organisation and recognise the need to actively encourage women to pursue leadership positions. To support this, we have implemented various development initiatives, including an internal Future Leaders Development Programme with a 50% female cohort.

Among our key initiatives is a renewed partnership with WHITL, which aims to enhance diverse leadership within our ranks. As part of this collaboration, we are proud to have two of our female leaders participate in WHITL's Ethnic Future Leaders Programme, gaining invaluable insights to help shape inclusive practices within our organisation. Further to this, two of our female leaders are embarking on the UK & Ireland Women Leaders Programme which we foresee having a similar impact.

We take the lead from our employees through an active Equity, Diversity, and Inclusion (ED&I) steering group, dedicated to developing actionable strategies aimed at closing the gender pay gap effectively. We believe that fostering open dialogue and collaboration through this group will be crucial in driving meaningful change across our organisation. This year, to provide additional support to working parents and encourage future progression within the organisation, we have extended our maternity pay to six months at full pay and our paternity leave to three weeks at full pay.

We also continue to raise awareness about gender equity by commemorating significant days, such as International Women's Day and Menopause Awareness Day. Additionally, we focus on initiatives that celebrate women during Neurodiversity Celebration Week, recognising the intersections of gender and neurodiversity in our corporate culture.

As we look to the future, we are optimistic about the initiatives we are undertaking now and their potential impact. With a collective goal to create a more inclusive, equitable, and supportive work environment, we will leverage this report as a catalyst for action that empowers every individual—regardless of gender—to thrive and succeed.

Signed for and on behalf of Sykes Cottages, I can confirm this published information is correct:

CHARLOTTE OWEN

CHIEF FINANCE OFFICER