

# Gender Pay Gap

Sykes Cottages  
Summary Report  
Snapshot date: 5th April 2020

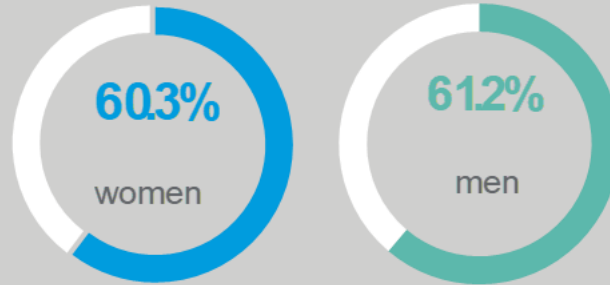
March 2021



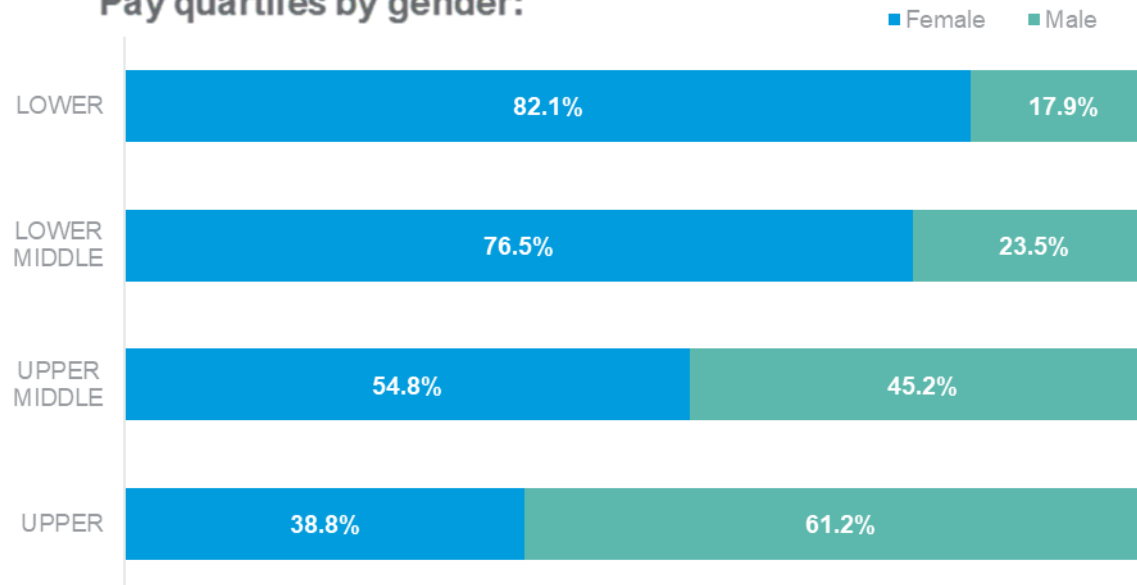
### Sykes gender pay gap:

**Mean** pay gap **27.3%**  
**Median** pay gap **34.6%**  
**Mean** bonus gap **45.4%**  
**Median** bonus gap **21.6%**

### Percentage receiving a bonus:



### Pay quartiles by gender:



## Final Statement

The global coronavirus pandemic made 2020 an unprecedented year for everyone.

Our business was significantly affected by the pandemic and as with many other companies across the UK, Sykes placed many of our colleagues on the governments Job Retention Scheme (commonly known as the Furlough Scheme), whilst we navigated the many challenges placed on our business due to the country wide lockdown.

As the snapshot period for the Gender Gap reporting for 2020 was the 5<sup>th</sup> April 2020, the employee numbers used for the 2020 gender gap report did not include:

- Over 250 colleagues who were still on Furlough.
- Colleagues who remained in the business who volunteered to take a 20% pay cut to help sustain the business during the early part of the pandemic.

Due to the extenuating circumstances in 2020 and the revised numbers used to produce the 2020 Gender Gap Report, Sykes decided to calculate and review our 2021 figures proactively and well ahead of the deadline in order to see a more normal set of figures in order to inform our decisions on data from two years rather than one.

We have therefore taken the decision to publish this year and next years and provide a fuller explanation of our figures alongside our 2021 figures. The number of those on furlough in April 2021 was vastly reduced. We also in that year were able to pay back to colleagues the pay cut they voluntarily took, and although this will have an impact on our gender pay gap figures in 2021, as an organisation we felt this was the fair thing to do.

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