

**Heritage Great Britain PLC
Gender Pay Reporting
To 5 April 2024**



The difference between men and woman	Mean (average)	Median (Middle)
Gender Pay Gap	17.7%	4.7%
Gender Bonus Gap	47.4%	50%

Proportion of women who received bonus pay in the relevant period	Proportion of men who received bonus pay in the relevant period
1.7%	2.6%

Number of men and women in the quartile pay bands	Men	Women
Upper	75.5%	24.5%
Upper Middle	44.1%	55.9%
Lower Middle	54.9%	45.1%
Lower	52.0%	18.0%

As of 5 April 2014, our mean gender pay gap was 17.7% and our median gender pay gap was 4.7%. A large proportion of management positions relate to roles that have been historically male dominated in the UK such as engineers, electricians, maintenance staff and therefore the mean average is higher. Our median gender pay gap was lower at 4.7% because a significant proportion of our workforce is seasonal employees who are paid at a standard rate.

The gender bonus gap is 47.4% in favour of males. This is also related to the point above, in that the company has a higher proportion of male workers in senior roles.

The differences in the quartile pay bands is a consequence of having a higher proportion of male workers in more senior roles. As at the 5 April 2024, the company employed 408 people of which 231 were male and 177 female.

We are confident that all our HR processes and practices ensure that employees are not paid differently due to gender.