



HODGE

Gender Pay Report

2024/2025



Opening statement from **Dave**

"Allyship is inherent to our values at Hodge. We are continually committed to being a diverse, inclusive and equitable employer and I am pleased to once again be able to confirm we have made some progress in reducing the gender pay gap at Hodge, as we have each year since our first report.

There is more we can – and will – do to improve our gender pay gap and we remain committed to ensuring our intent translates into impactful actions which result in meaningful progress.

Our focus this year has been on developing our colleagues into leaders, providing development to leaders of the business to aid in their development into more senior roles. We launched our internal mentoring scheme, providing opportunity for all colleagues, to interact with leaders across the business to aid in development both cross functionally and, into leadership positions. We also redesigned our succession planning methods with a view of identifying opportunities for development for colleagues from diverse backgrounds.

Finally, we will continue to ensure a consistent, open and transparent dialogue between leaders and colleagues on all aspects of equality, diversity and inclusion to ensure that we continue to make sustainable change for the better of all colleagues and identify further activity to close the pay gap for good."

David Landen, CEO



Female 47%

Our Gender Pay Gap *Explained*

The gender pay gap is a series of measures designed to illustrate the difference in the average earnings of colleagues who identify as men or women. Our gender pay gap does not mean we are not equally rewarding colleagues for completing the same roles. Instead, our gender pay gap is due to having more male colleagues in senior leadership positions and, a disproportionate number of female colleagues holding the roles which fall into the lower quartiles in comparison to men, resulting in an underrepresentation of women in senior and, therefore higher paid roles.

Our gender pay gap report for the 2024/2025 period has been taken from the snapshot date of 05 April 2024 and is representative of 312 colleagues with the gender diversity split as shown:



Male 53%

We are pleased we have consistently continued to make a positive reduction in both the mean and median hourly pay gap, since our first report taken from the snapshot date of 05 April 2020.

	2020	2021	2022	2023	2024
Mean Hourly Pay Gap	33.00%	24.20%	23.20%	20.30%	18.60%
Median Hourly Pay Gap	27.00%	26.70%	23.80%	22.60%	20.70%
Mean Bonus Pay Gap	54%	27%	47%	15%	23%
Median Bonus Pay Gap	41%	0%	20%	10%	25%
% of females received a bonus	62%	83%	78%	86%	87%
% of males received a bonus	59%	83%	79%	87%	82%

Regarding the mean and median bonus pay gap changes this year, in 2023 we made a cost of living payment to our lower paid colleagues which resulted in the significant decrease of the bonus pay gap in 2023. The same payment was not awarded to colleagues in 2024 which resulted in an increase in the bonus gap in 2024. While the bonus pay gap has still improved in comparison to other years where the cost of living payment was not made, identifying further opportunities to address the gap remains a priority for Hodge.

We remain confident that that our actions in reducing the hourly pay gap each year has ensured a sustainable, permanent positive change for our female colleagues, both present and future, and remain committed to achieving our goal of a nil gender pay gap and true parity in the near future.



Our focus for 2025 and beyond

To ensure we continue to make sustainable progress towards achieving a nil gender pay gap, our focus in 2025 will be:

- Maintaining an open and active dialogue on all matters relating to diversity, equality and inclusion to ensure we continually learn from our, understand barriers and identify opportunities for progress
- Further embed our allyship and internal mentoring schemes into our culture with the support of our Inclusion Network
- Expand our pay gap reporting capabilities to broader aspects of diversity, including disability and ethnicity, to understand our opportunities to create parity for all our colleagues and ensure our gender pay gap is not furthered for women in other underrepresented areas.

Our pay gap *statistics*

Snapshot date: 5 April 2024

Employer size: 250-500

Person responsible: David Landen (Chief Executive Officer)

Hourly Wages pay gap

In this organisation, women earn 79.3p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 20.7% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 20.7% lower than men's.

Proportion of women in each pay quarter

In this organisation, women occupy 35% of the highest paid jobs and 58% of the lower paid jobs.

Top Quarter (highest paid)



Upper Middle Quarter



Lower Middle Quarter



Lower Quarter (lowest paid)





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