



Gender pay gap report

2025/2026

Registered number 00743437



Our CPO's statement

I am pleased that we have once again made further headway in narrowing most elements of our gender pay gap

At Hodge, allyship remains central to who we are. Our commitment to being a diverse, inclusive and equitable employer continues to guide the actions we take and the progress we strive for. Therefore, I am pleased that we have once again made further headway in narrowing most elements of our gender pay gap.

However, while progress is encouraging, we're disappointed to see a slight worsening in our mean hourly pay gap this year. This reinforces the need for continued focus and determination to deliver long-lasting and meaningful change.



Our commitment to being a diverse, inclusive and equitable employer continues to guide the actions we take and the progress we strive for'.

Since our last report, we've taken a varied and purposeful range of actions to support equality, diversity and inclusion and to help address the underlying factors that contribute to our pay gap. We re-launched our Colleague Network, bringing together activity from previous groups into a more focused and unified approach to ED&I.

Our internal mentoring scheme has continued to provide valuable development opportunities for colleagues at all levels, complemented by the launch of our 'Passport to Leadership' learning journey, designed to build leadership capability and visibility across the organisation.

We've continued to share colleague journeys publicly, helping us attract more diverse talent while inspiring internal career progression. Alongside this, we reviewed the impact of pay gaps in pensions with our pension provider to better understand any disparities beyond the statutory gender pay gap, committing to understanding pay gaps for our former, current and future colleagues.

Additionally, we introduced a menopause policy, accompanying action plan and risk assessments to support colleagues experiencing menopause or perimenopause.

Our Executive Committee also undertook a detailed review of pay gaps across the organisation and by function, ensuring leaders fully understood the contributory factors which may be further pay gaps within their own areas.

Our commitment to supporting underrepresented groups was further demonstrated through our Silver sponsorship of SheWho and our parade sponsorship of Pride Cymru in 2025.

Finally, we revised our ED&I strategy, setting out actions, including the expansion of anonymised recruitment, inclusive management and leadership training and further embedding allyship as inherent to our values and our practices at Hodge, with progress continually monitored in conjunction with our pay gap analysis so we can understand successes and identify further opportunities.

We remain committed to maintaining clear, open and transparent dialogue throughout the organisation as we continue building a more equitable workplace. We know there is more to do, and we are determined to keep driving sustainable progress to reduce, and ultimately close our gender pay gap for good.

Charlie Ellaway
Chief People Officer

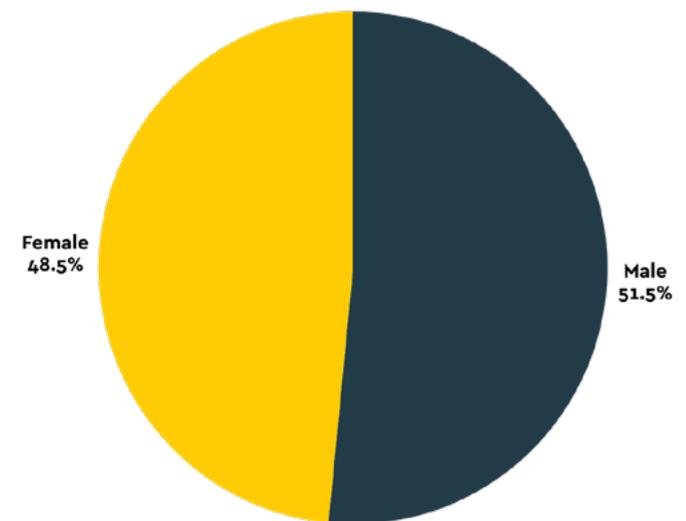


Our Gender Pay Gap Explained

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 doesn't mean we're 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 2025/2026 period has been taken from the snapshot date of 05 April 2025 and is representative of 293 colleagues with the gender diversity split:



	2020	2021	2022	2023	2024	2025
Mean Hourly Pay Gap	33.00%	24.20%	23.20%	20.30%	18.60%	21.40%
Median Hourly Pay Gap	27.00%	26.70%	23.80%	22.60%	20.70%	19.1%
Mean Bonus Pay Gap	54%	27%	47%	15%	23%	18%
Median Bonus Pay Gap	41%	0%	20%	10%	25%	32%
% of females received a bonus	62%	83%	78%	86%	87%	83%
% of males received a bonus	59%	83%	79%	87%	82%	75%

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

We remain committed in our actions to continually reduce the pay gap to ensure sustainable pay equity for our female colleague and are actively working to achieve our goal of a nil gender pay gap while also providing true pay parity across gender, ethnicity and disability in the very near future.



Our focus for 2026 and beyond

To ensure we continue to make sustainable progress towards achieving a nil pay gap across all aspects of diversity, our focus in 2026 and beyond will be:

- Encouraging open and active dialogue on all matters relating to diversity, equity and inclusion. We will encourage colleagues to have honest conversations to ensure we continually learn about and understand any barriers to progress
- Further promotion of our allyship and internal mentoring schemes, providing colleagues across the organisation with opportunities to get involved
- Expanding our pay gap reporting capabilities and publishing across a broader range of diversity, including disability and ethnicity. This will hold us to account as we seek to make improvements across gender, disability and ethnicity pay gaps and help us to understand the opportunities to create parity for all our colleagues and ensure our gender pay gap is not furthered for women in other underrepresented areas
- Amplifying colleague voices, creating connection and a sense of belonging by championing empathy & inclusion through our Colleague Network activity.

Our Pay Gap Statistics

Snapshot date: 5 April 2025

Employer size: 250-500

Person responsible: Charlie Ellaway (Chief People Officer)

Hourly Wages pay gap

In this organisation, women earn 80.9p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 19.1% lower than men's. When comparing mean hourly wages, women's mean hourly wage is 21.4% lower than men's.

Proportion of women in each pay quarter

In this organisation, women occupy 36% 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)



Bonus pay gap

In this organisation, women earn 68p for every £1 that men earn when comparing median bonus pay. Their median hourly wage is 32% lower than men's. When comparing mean bonus pay, women's mean hourly wage is 18% lower than men's.

Who received bonus pay

83% of women.

75% of men.



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