



**Gender Pay Gap Report**  
**Homefire Group Limited**  
**2023**



## Gender Pay Gap Report

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This report sets out the gender pay gap reporting requirements for Homefire Group Limited under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

#### What is Gender Pay Gap?

Gender pay gap is a measure of the difference in the average pay of male and female employees in an organisation, regardless of the type of work that they do. It is different to equal pay, which would be a direct comparison between people doing the same or comparable work. Differences in the gender pay gap can be driven by the number of male ~~or~~ or female employees in different types of job.

The regulations require that companies with more than 250 employees publish their gender pay gap information. This information includes the differences in the average hourly rate of pay between male and female employees on the 5 April 2023 (the Snap-shot Date); the differences in average bonus payments made to male and female employees over the 12-month period to the Snap-shot Date; and the proportion of male and female employees in quartile pay bands on the Snap-shot Date.

The pay and bonus gender pay gaps are expressed as both a 'mean' and a 'median' average. A mean average for a set of pay rates is calculated as by adding together the individual pay rates for each person and then dividing the sum by the number of people. The median average for a set of pay rates is calculated by ranking all the pay rates in ascending order and taking the middle pay rate.

#### Gender Balance

On the Snap-shot Date, Homefire Group Limited had a total workforce of:

- 339 employees

of which:

- 259 (76.40%) were male; and
- 80 (23.60%) were female



## Pay – Hourly Rate

At the snap-shot date, the average hourly payment to female employees compared to male employees was:

- 5.32% lower (Mean average)
- 5.79% lower (Median average)

The proportion of male and female employees that are in each of the quartile pay bands is:

• Lower Quartile	Male:	71.60%
	Female:	28.40%
• Lower Middle Quartile	Male:	75.31%
	Female:	24.69%
• Upper Middle Quartile	Male:	85.19%
	Female:	14.81%
• Upper Quartile	Male:	74.07%
	Female:	25.93%

The average hourly rate of pay includes basic pay as well as other normal pay elements (such as shift premiums, allowances, and bonuses) but excludes overtime payments and any non-cash benefits.

## Bonus Payments

During the 12-month period to the snap-shot date, there were:

- 69 (86.25%) female employees that received a bonus; and
- 225 (86.87%) male employees that received a bonus

During the 12-month period to the snap-shot date, the average bonuses paid to female employees compared to males was:

- 71.57% lower (Mean average)
- 72.00% lower (Median average)

## Commentary

We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. We believe that it is as a result of the composition of our workforce and the types of jobs male, and female employees perform, which is consistent with the pattern seen in equivalent industries in the UK.

The principal factors influencing our pay and bonus gender pay gaps are:

- Male employees make up a significant majority of the workforce.
- There are a higher proportion of males that work in operational (delivery driver and packing roles) which typically have higher productivity bonus payments.
- Due to changes in the UK HGV driver labour market following COVID and Brexit, additional bonus arrangements were put in place to ensure we were able to recruit and retain HGV drivers. As identified above, these driver roles consist of a significantly higher proportion of males.
- There are a higher proportion of females that work in administration, support or customer service roles which typically have lower (or no) productivity bonus payments.
- There are more male than female employees in management roles, which are higher paid roles.

## Actions

To encourage more female employees into Homefire Group Limited the following actions have been implemented:

- The introduction of enhanced maternity benefits
- The launch of a Menopause policy signposting the support available within the Company

The following actions are planned for the coming year to further influence and support female employees in Homefire Group Limited

- The delivery of refresher training to managers to ensure fair, non-discriminatory, and consistent processes are followed.
- The monitoring of any senior level recruitment to identify why these positions are heavily dominated by males.
- Collection of application data from our HGV driver roles specifically relating to gender to identify the ratio of male to female applicants.



**James Storer**  
**Head of Human Resources**

**2 April 2024**