

# GENDER PAY GAP 2025

Keepmoat is dedicated to attracting talented individuals with the right skills across all levels of the organisation. One of our key priorities is showcasing the housing industry as an excellent career path for women, offering a broad range of opportunities. To support this commitment, we promote agile working throughout the business and provide a variety of family-friendly initiatives and benefits, including enhanced maternity pay. Keepmoat Homes recognises the value that diversity brings to the organisation and is actively working to challenge and overcome the perceptions that have historically made the industry less appealing to women. Over the past year, we have seen an increase in the number of women within our construction workforce, reflecting our continued commitment to improving diversity across the business.

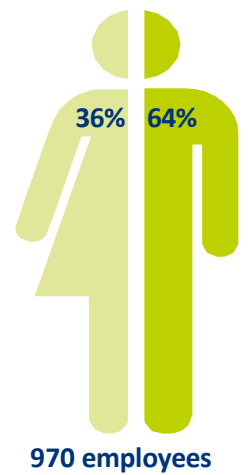
## Gender Pay not Equal Pay

Gender Pay calculates the pay gap between full-pay relevant men and women within a business. It is different to Equal Pay which is the difference in pay between men and women who have the same or similar (equal) roles, this is something that Keepmoat Homes is also committed to regularly monitoring.

Our Mean (average) Gender Pay Gap is **18.12%**

Our Median (middle) Gender Pay Gap is **20.61%**

### Employee Make Up



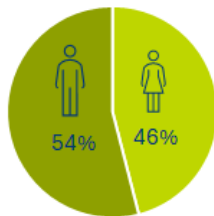
## Pay Quartiles

This chart shows the proportion of men and women in each pay band ordered from lowest to highest quartile and highlights our imbalance of men and women in our upper pay quartiles.

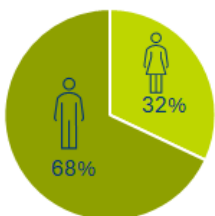
### Lower Quartile



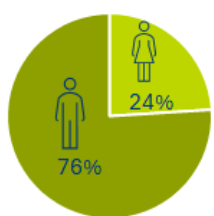
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



## Bonus

The regulations of Gender Bonus Gap reporting requires us to calculate bonus on all performance payments including payments for commission and incentives received in the snapshot period. The size of the bonus gap reflects the fact that we have more men at senior levels than women.

Our Mean (average) Gender Bonus Gap is **10.86%**

Our Median (middle) Gender Bonus Gap is **36.51%**

**84%** of women received a bonus

**16%** of women did not receive a bonus

**65%** of men received a bonus

**35%** of men did not receive a bonus

