



Gender Pay Gap *Report.*

April 2026



TILIA
HOMES

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Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Gallagher Reward Consulting has been tasked with providing the gender pay gap reporting requirements for Tilia Homes as of the 5th of April 2025 snapshot date.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website.

Employers are required to publish:

- Overall mean and median gender pay gaps
- Difference in mean and median bonus payments paid to men and women
- Proportion of male and female employees that received a bonus
- Gender distribution across the pay quartiles

The calculations make use of two types of methods:

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.

A **median** average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

Gender Pay Gap Statement

While our industry continues to experience overall underrepresentation of women, we are pleased to report a comparatively strong position on gender diversity. According to the Supply Chain Sustainability School, women represented 24.2% of the Private Homes Sector in 2025, compared with 34.5% representation within Tilia Homes.

This reflects the impact of our targeted strategy to attract and retain female talent. Key initiatives have included engaging with local schools to educate and inspire over 300 students about careers in homebuilding; promoting female role models through case studies; offering industry insight through six work placements as part of the HBF Women into Homebuilding Programme; removing barriers within recruitment processes; strengthening a culture of Fairness, Inclusion and Respect through training and employee networks; and introducing a more inclusive uniform.

We have also seen a marked improvement in our gender pay gap, supported by increased representation of women in the upper pay quartile relative to our overall workforce. This progress has been underpinned by robust, objective recruitment and remuneration review processes.

Despite these positive developments, a gender pay gap remains. This is partly offset by a bonus gap skewed in the opposite direction, indicating a more balanced overall remuneration package. Analysis suggests that the pay gap is primarily driven by the underrepresentation of women in the middle pay quartiles, which may indicate a “glass ceiling” effect.

We recognise that further progress requires sustained focus on addressing systemic barriers and the additional challenges that can affect women’s career progression. We remain committed to enhancing support for female talent and ensuring equitable opportunities for advancement.

Overall, we are encouraged by the positive trajectory in our gender pay gap and will continue to prioritise targeted actions to build on this progress in the years ahead.

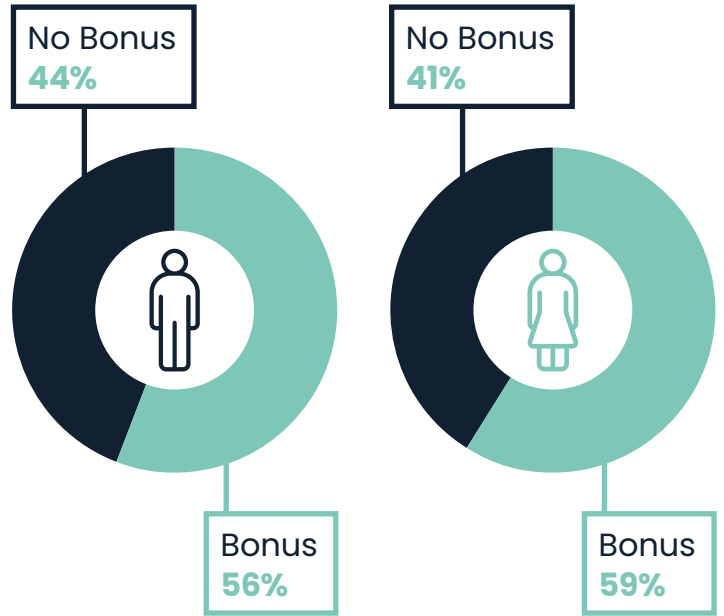
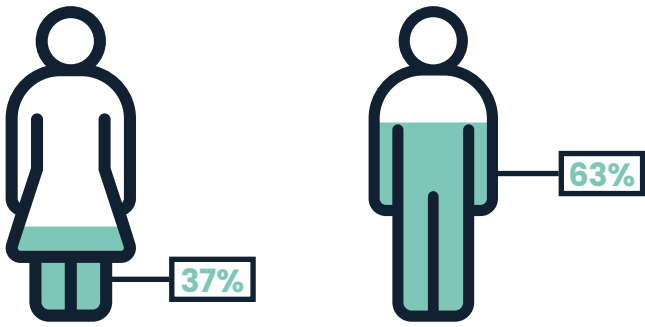


Gary Ennis
CEO Untypical Group

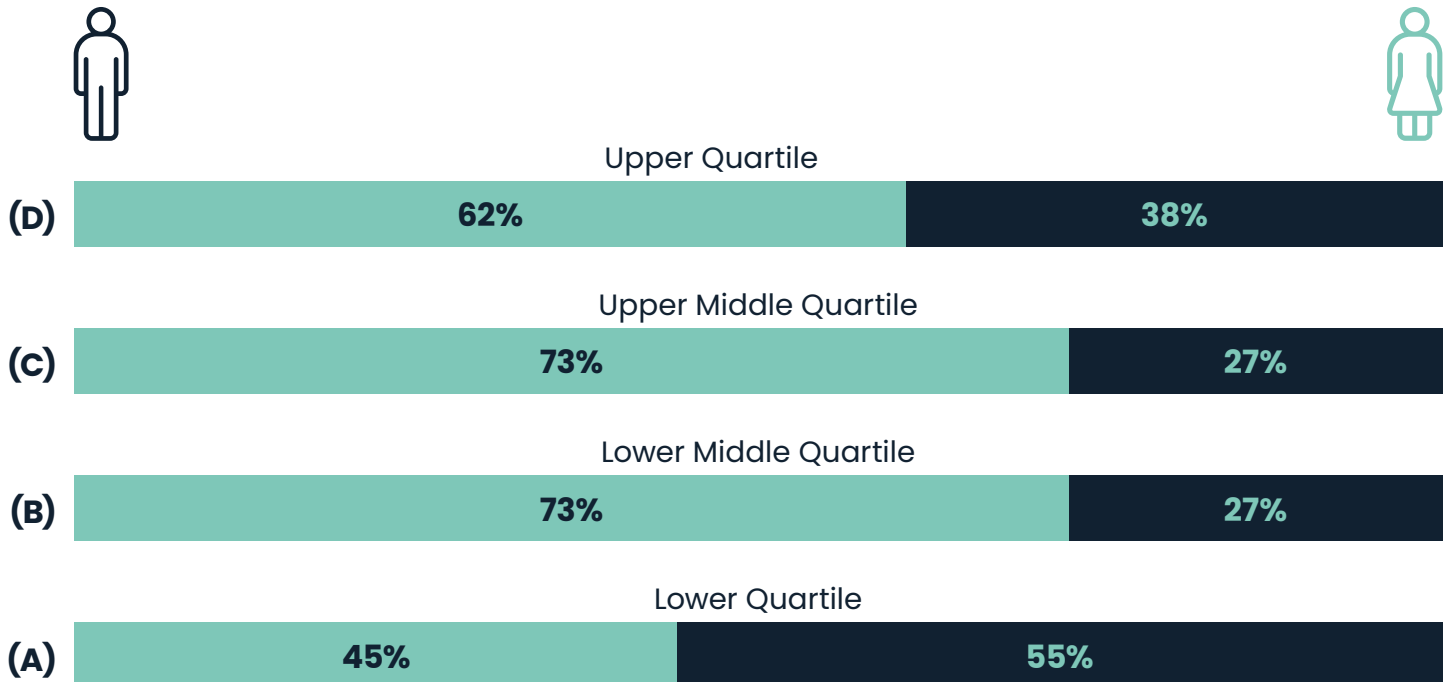
2. Summary of Gender Pay Gap Key Figures

	Pay Gap	Bonus Gap	Bonus Participation
Mean	10.04%	-99.59%	
Median	19.77%	-39.59%	

Overall Workforce Composition



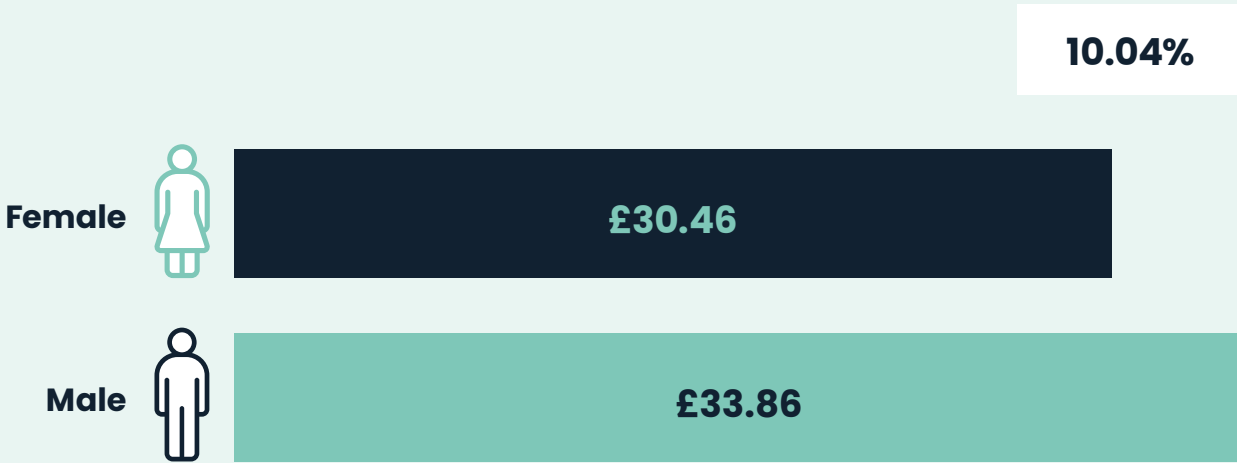
Gender Distribution by Pay Quartiles



3. Understanding the Data

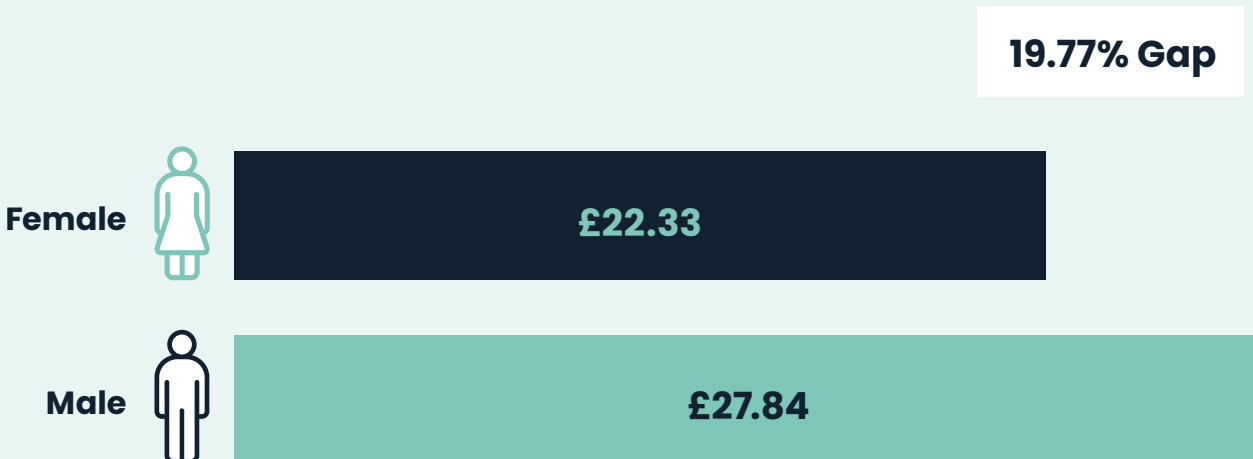
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by **10.04%**, this is below the national mean favouring males of 13.9% according to the Office for National Statistics, 2022 (this is the most recent published data).



Median Hourly Pay Rates

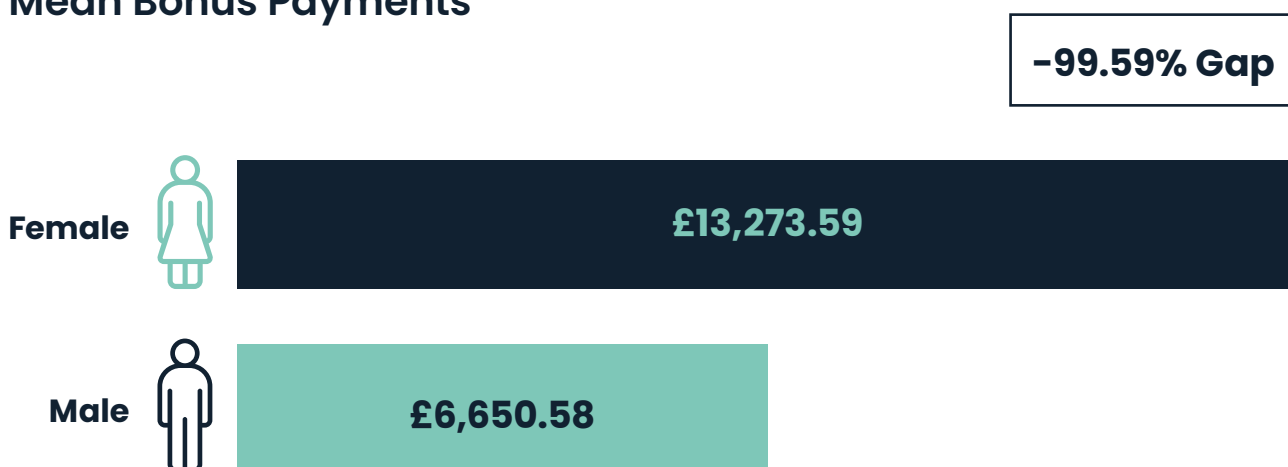
The median hourly rates are currently favouring male employees by **19.77%**, this is above the national median favouring males of 12.8% according to the Office for National Statistics, 2025.



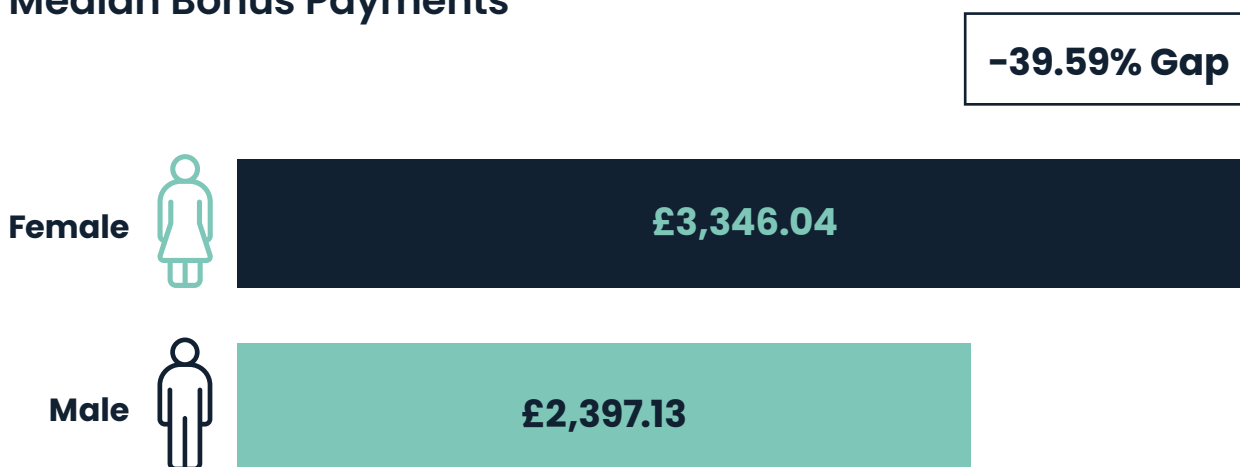
Bonus Payments and Participation

The bonus gap at **Tilia Homes** is currently favouring female employees at the mean by **99.59%** and median by **39.59%**. This indicates that the data set is significantly skewed, with a narrower range in the bonus amounts found in the larger male data set (n = 130) compared to a wider range in the smaller female data set (n = 82) who are in receipt of bonuses.

Mean Bonus Payments

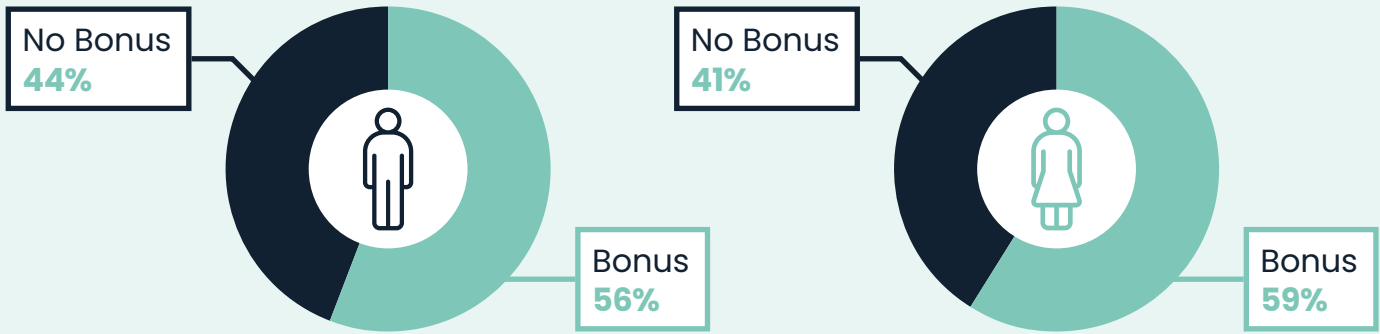


Median Bonus Payments



Bonus Participation

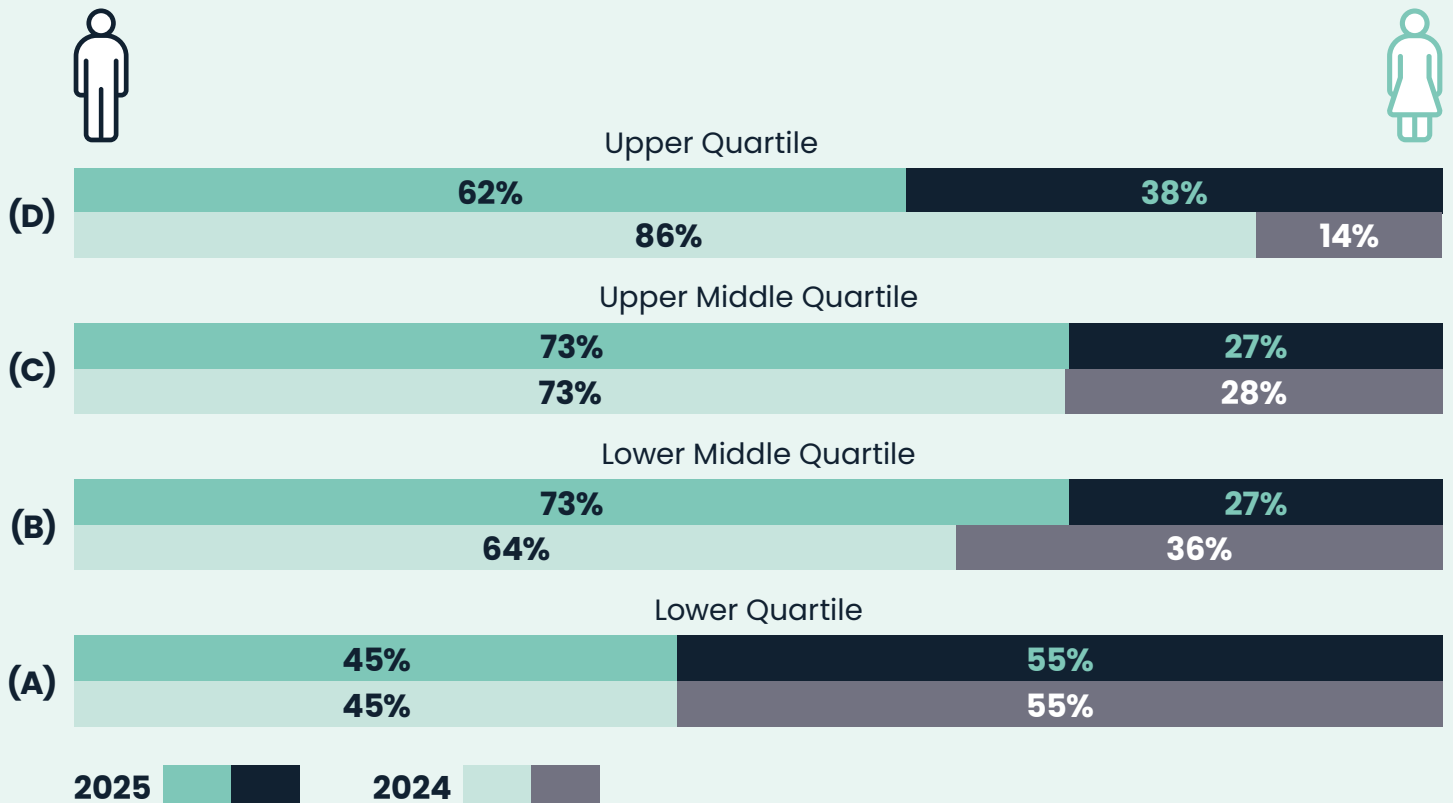
From the charts below we can see a slightly larger proportion of females received a bonus compared to males.



Pay Quartiles



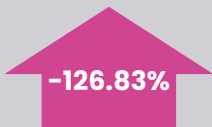

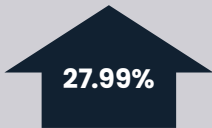

Similar to last year, where we observed the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are significantly underrepresented in the top three pay quartiles and more evenly represented in the lowest pay quartile. Encouragingly, we observe increased female year-over-year representation of 24% in the highest pay quartile.

Gender Distribution by Pay Quartiles, 2025 vs. 2024



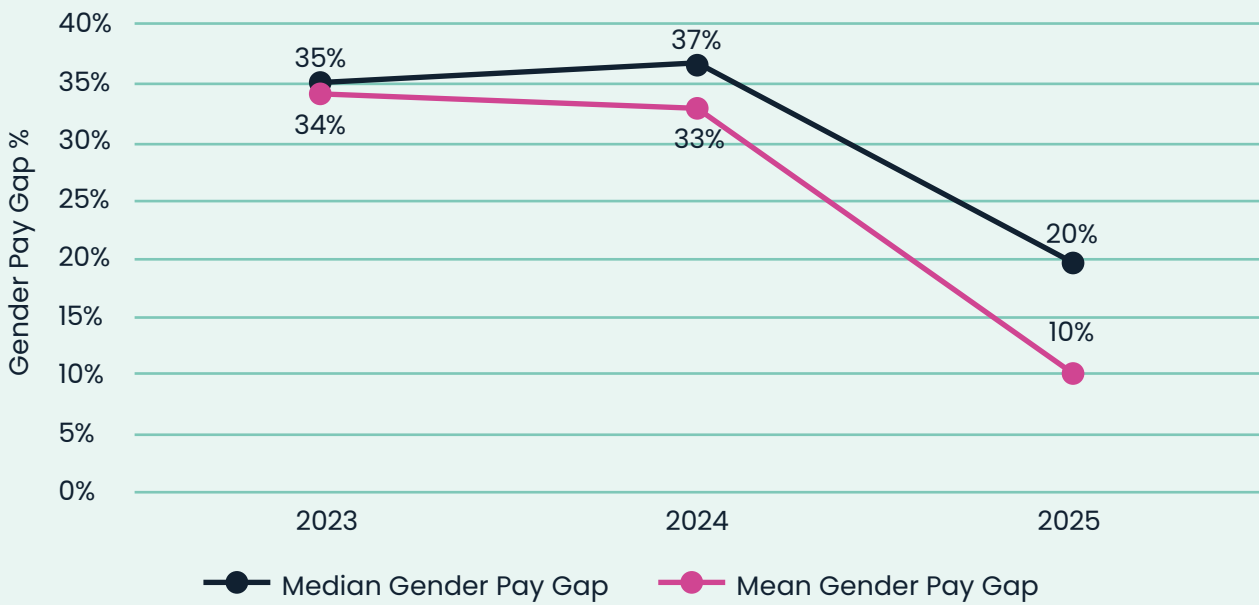
4. Trend Comparison

When we consider comparison between this year and that of the most recent reporting cycle in 2024, we see positive trends in the form of a narrowing gender pay gap at both the median and mean, with a widening bonus gap becoming more pronounced in favour of females. Encouragingly, we note a increase in bonus participation for both genders. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans which can help drive a corresponding wide range in individual amounts reported.

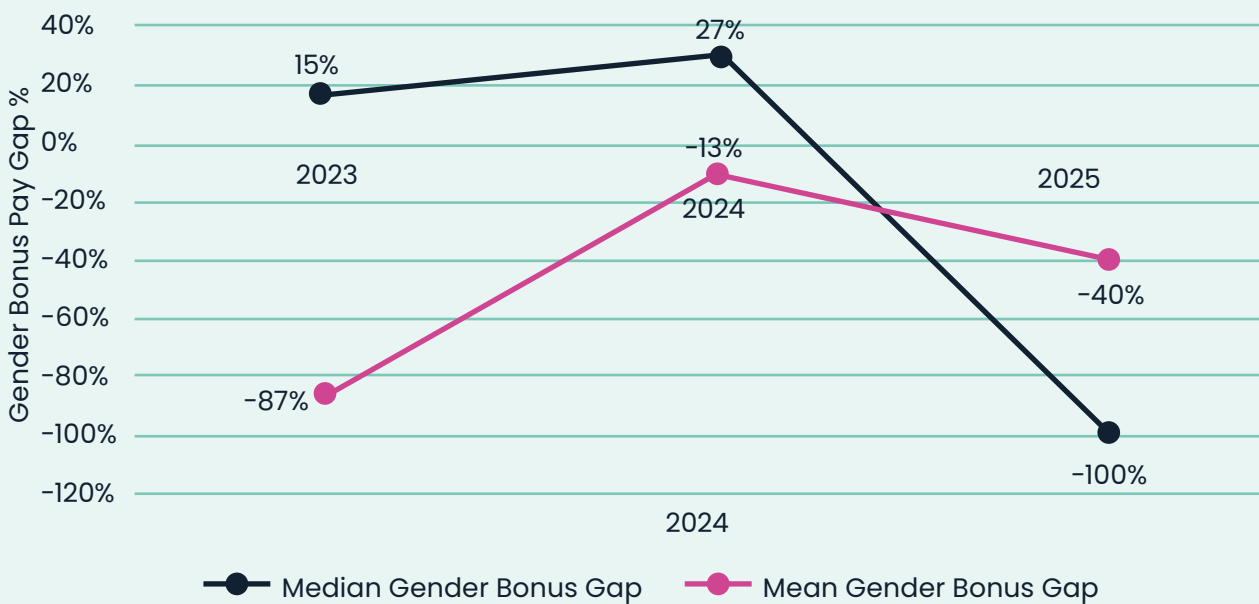
	2023	2024	2025	2025 Vs 2024
Mean Gender Pay Gap	34.42%	32.76%	10.04%	 -22.72%
Median Gender Pay Gap	35.20%	36.67%	19.77%	 -16.90%
Mean Gender Bonus Gap	14.88%	27.24%	-99.59%	 -126.83%
Median Gender Bonus Gap	-87.29%	-13.26%	-39.59%	 -23.63%
Males receiving bonus	20.61%	28.04%	56.03%	 27.99%
Females receiving bonus	23.62%	28.30%	58.57%	 30.27%

When we look across the three most recent reporting cycles, we observe a consistently narrowing mean and median pay gap. We see much more volatility when we look at the gender bonus gap, at both the mean and the median.

3-year Trend Analysis - Gender Pay



3-year Trend Analysis - Gender Bonus Gap



Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2022, and annually thereafter

The main items to be reported on are:

Mean gender pay gap	Median gender pay gap	Gender bonus gap
Difference between average hourly earnings of male and females	Difference between median hourly earnings	Proportion of male and female employees receiving bonus within the 12 month period
Mean gender bonus gap	Median gender bonus gap	Pay quartiles
Difference between average bonus earnings	Difference between median bonus earnings	Insight into career paths

*Pay bands are as follows:

- A. Lowest paid to lower quartile B. Lower quartile to median
 C. Median to upper quartile D. Upper quartile to highest paid

Definitions

- **Lower Quartile:** The point below which 25% of the recorded salaries fall
- **Median:** The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- **Upper Quartile:** The point below which 75% of the recorded data falls
- **Mean:** The sum of all the numbers in a group divided by the number of numbers in the group.

