

Gender Pay Gap *Report 2025*

Gender Pay Gap

Results

We are pleased to see that our gender pay gap has improved across most areas in 2025, while recognising that there is still more progress to be made.

Our mean gender pay gap has reduced from 23.79% in 2024 to 21.35% in 2025, and our median gap has improved from 17.09% to 14.55%. In 2025, 4.92% of women and 9.88% of men received a bonus.

Our mean gender bonus gap had also improved from 28.92% to 21.56%, but acknowledge that our median gender bonus gap has widened to 48.09% from 41.98% in 2024.

The 2025 pay gap continues to be largely linked to where men hold a greater proportion of the higher earning roles in leadership and culinary role.

We remain committed to providing an inclusive and diverse place of work, where individuals from underrepresented groups can learn, development and have a successful career.

Our Gender Pay Report details the active employees within legislation requirements

GENDER PAY GAP

Difference between men and women

21.35%

Mean gender pay gap

14.55%

Median gender pay gap

GENDER SPLIT

Gender Split of Holroyd Howe employees on 5th April 2025

37%

Male

63%

Female

PAY QUARTILES

The gender distribution at Holroyd Howe when employees are placed into four equally sized quartiles based on pay

LOWER QUARTILE



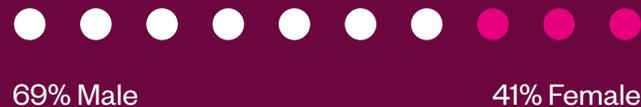
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Our *actions*

- We will deepen our understanding of our gender pay data to help us identify the root causes of the gap and pinpoint where targeted improvements are needed.
- We will ensure that all C-suite and senior leadership (2 positions and above) recruitment processes include a gender-balanced interview panel.
- We aim to increase representation of marginalised genders in leadership roles to 40% by 2026.
- We will undertake a thorough and comprehensive analysis of our gender pay data to support long-term, sustainable change.
- We have partnered with Henpicked, leading menopause experts, to ensure we continue to support colleagues who may be affected by menopause.
- We will continue our dedicated diversity and inclusion employee engagement survey, with results to be measured and reviewed by the end of 2025.

DECLARATION:

We confirm the information and data provided is accurate as of 5th April 2025

ROBIN BIDGOOD
MANAGING DIRECTOR

SCOTT MORLEY
MANAGING DIRECTOR

FOUNDED IN 1997

HOLROYD HOWE

FEEDING INDEPENDENT MINDS