

**Heritage Great Britain PLC  
Gender Pay Reporting  
To 5 April 2025**



The difference between men and woman	Mean (average)	Median (Middle)
Gender Pay Gap	19.0%	2.7%
Gender Bonus Gap	95.0%	50.0%

Proportion of women who received bonus pay in the relevant period	Proportion of men who received bonus pay in the relevant period
1.9%	3.9%

Number of men and women in the quartile pay bands	Men	Women
Upper	79.1%	20.9%
Upper Middle	56.0%	44.0%
Lower Middle	36.3%	63.7%
Lower	55.6%	44.4%

As of 5 April 2025, our mean gender pay gap was 19.0% and our median gender pay gap was 2.7%. A large proportion of management positions relate to roles that have been historically male dominated in the UK such as engineers, electricians, maintenance staff and therefore the mean average is higher. Our median gender pay gap was lower at 2.7% because a significant proportion of our workforce is seasonal employees who are paid at a standard rate.

The gender bonus gap is 95% in favour of males. This is also related to the point above, in that the company has a higher proportion of male workers in senior roles.

The differences in the quartile pay bands is a consequence of having a higher proportion of male workers in more senior roles. As at the 5 April 2025, the company employed 363 people of which 206 were male and 157 female.

We are confident that all our HR processes and practices ensure that employees are not paid differently due to gender.