

Gender Pay Gap



As at April 2024

Introduction

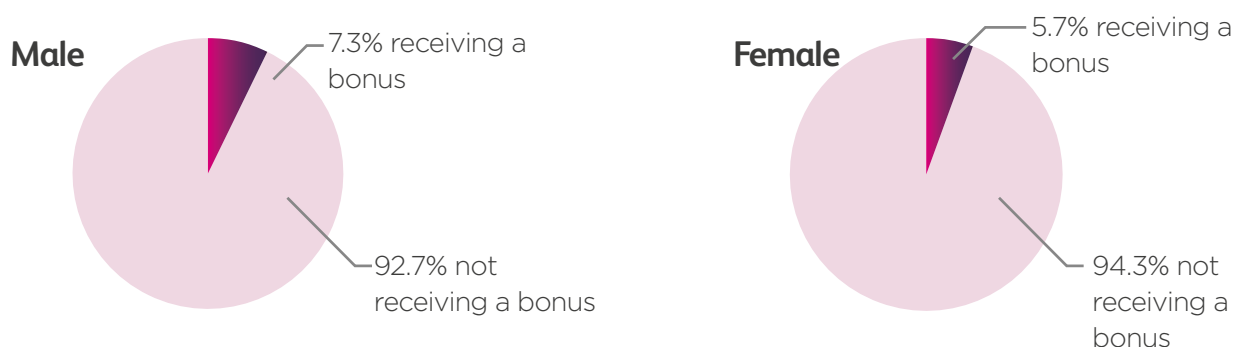
The Equality Act 2010 (Gender Pay Gap Regulations), which came into force in April 2017, requires any company employing over 250 staff to publish gender pay gap figures based on pay data as at 5 April each year.

Pinnacle Group's figures

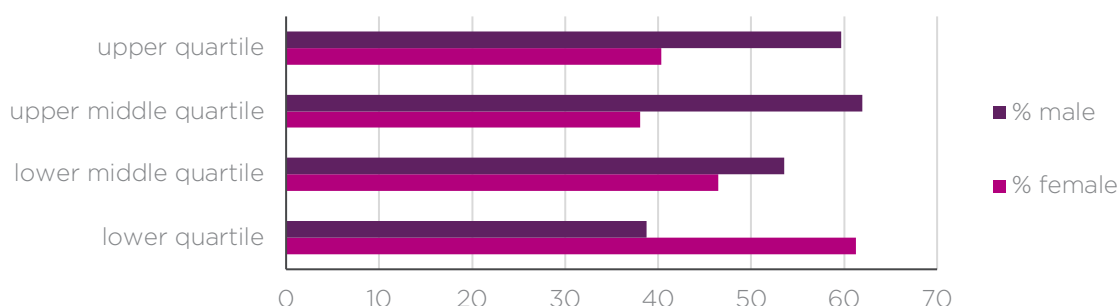
This is the eighth year for which we have published our gender pay gap figures. As at 5 April 2024, 3,875 staff, as defined by the Regulations, worked for the Group. Our overall figures are shown below.

Pinnacle Group	Mean	Median
Gender pay gap (hourly pay)	7.5%	4.7%
Gender bonus pay gap	33.2%	10.3%

Proportion of male and female staff receiving a bonus:



Proportion of male and female staff in each pay quartile band:



Understanding our gap

The gender pay gap shows how pay is distributed across a whole workforce. The existence of a gap is not an indication that men and women are paid differently for the comparable jobs that they do.

The reason for our gap can be seen most sharply in the pay quartile band data, which is a picture that is mirrored in the national data. Proportionately more female staff (nationally and in Pinnacle) are employed in part time roles, which are more likely to be lower paid, and female staff are under-represented in the most senior, higher paid roles.

Positive highlights

28%

Of our senior management pool are female



28% of our senior management population are female, an increase from 11% in 2017, which is good progress. Looking at the overall management population, we have seen an increase from 32% female to 42% in the same time frame, which compares well to our overall split of staff, which is 47% female and 53% male. This progress helps explain why our pay gap continues to remain relatively low.

-1.2%

Negative mean pay gap for full-time staff

If we just looked at the situation with regard to full-time staff, we have a negative mean pay gap, ie female staff are paid on average more than male staff. We have always had a negative pay gap for full-time staff since we started reporting. This is a sign of a good distribution of female and male staff in full-time roles at different levels across the organisation.

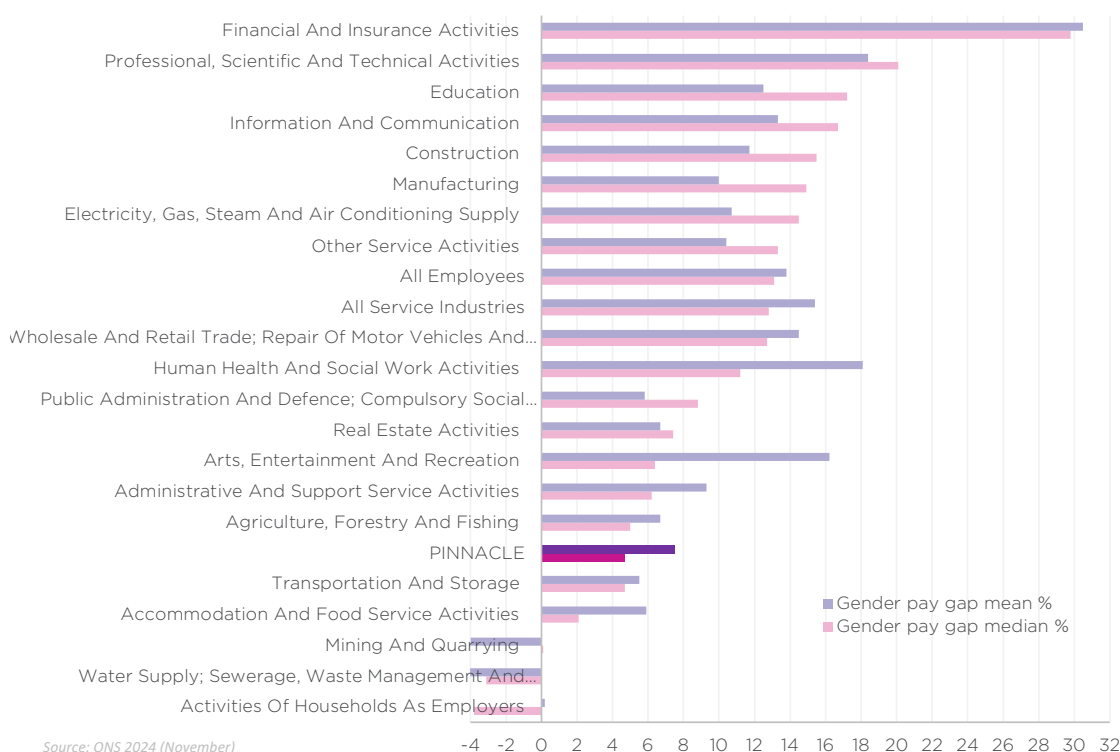
7.5%

Mean pay gap



Our mean pay gap has more than halved since 2019 and, as shown in the chart below, compares very well with the national picture.

Comparison with breakdown by industry - ONS figures November 2024



Source: ONS 2024 (November)

Our continued commitments

We will continue with our commitments already made;

- Given that women generally are more likely than men to work part-time, we will continue to commit to advertising manager level and other senior roles, wherever possible, as potential flexible, part-time or job share opportunities.
- To foster a climate where female staff and potential staff are encouraged to apply for senior roles, we will continue to ensure that there is at least one female member of staff on every selection panel for manager level and other senior roles.

Declaration

We confirm that Pinnacle Group's gender pay gap calculations are accurate and meet the requirements of the Regulations.

P. Lloyd

Perry Lloyd

Group Chief Executive Officer

A. Lee

Andy Lee

Group HR Director

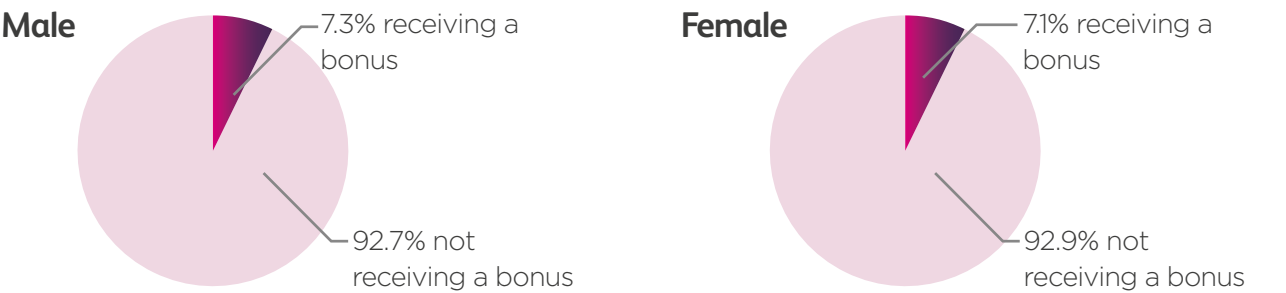
Pinnacle Housing Ltd

Statutory disclosure

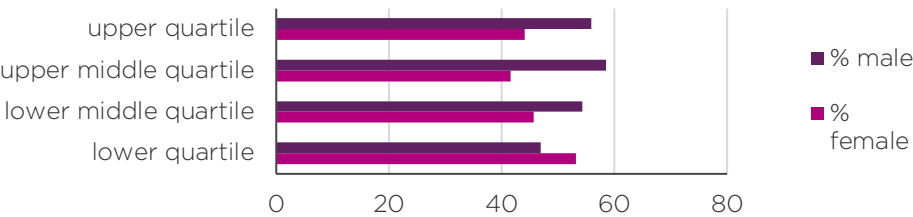
Under the Regulations, we are required to report gender pay gap data for any entity within the Pinnacle Group that employs at least 250 employees. As at 5 April 2024, 1,705 staff, as defined by the Regulations, worked for Pinnacle Housing Ltd. Its figures are shown below

Pinnacle Housing Ltd	Mean	Median
Gender pay gap (hourly pay)	3.8%	3.3%
Gender bonus pay gap	3.2%	6.7%

Proportion of male and female staff receiving a bonus:



Proportion of male and female staff in each pay quartile band:



Declaration

We confirm that Pinnacle Housing Ltd’s gender pay gap calculations are accurate and meet the requirements of the Regulations.

P. Lloyd

Perry Lloyd
Group Chief Executive Officer

A. Lee

Andy Lee
Group HR Director

Pinnacle FM Ltd

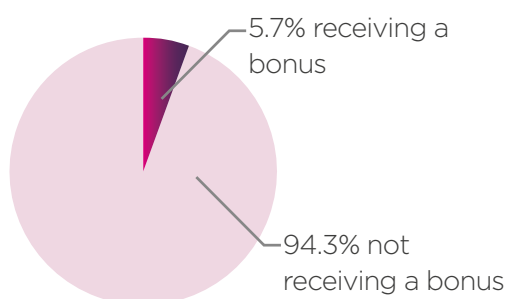
Statutory disclosure

Under the Regulations, we are required to report gender pay gap data for any entity within the Pinnacle Group that employs at least 250 employees. As at 5 April 2024, 1,327 staff, as defined by the Regulations, worked for Pinnacle FM Ltd. Its figures are shown below.

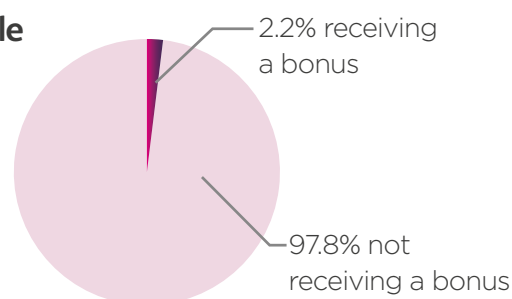
Pinnacle FM Ltd	Mean	Median
Gender pay gap (hourly pay)	10.8%	7.4%
Gender bonus pay gap	33.7%	0.0%

Proportion of male and female staff receiving a bonus:

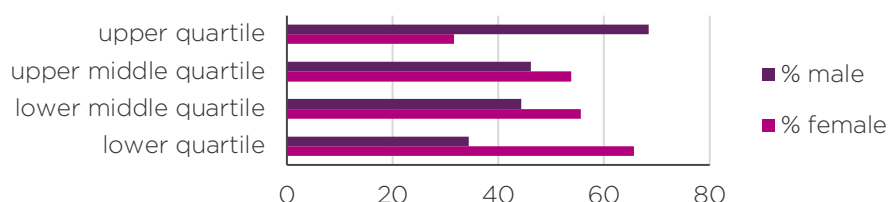
Male



Female



Proportion of male and female staff in each pay quartile band:



Declaration

We confirm that Pinnacle FM's gender pay gap calculations are accurate and meet the requirements of the Regulations.

P. Lloyd

Perry Lloyd

Group Chief Executive Officer

A. Lee

Andy Lee

Group HR Director

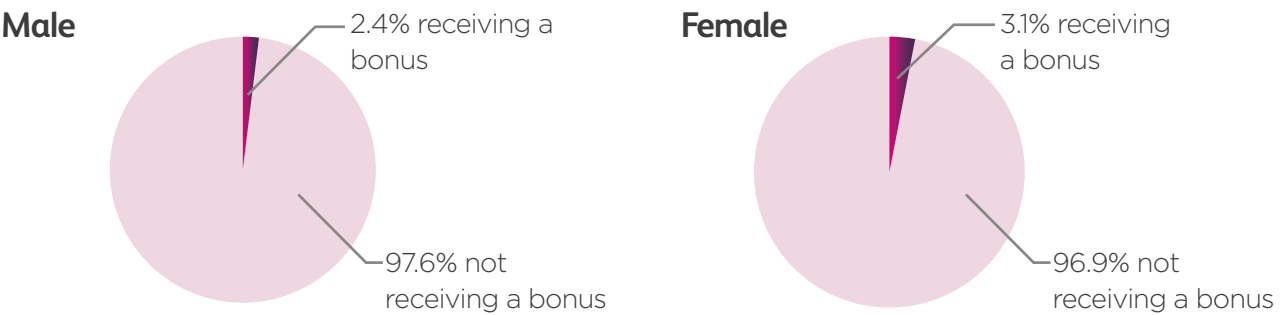
Pinnacle B2B Ltd

Statutory disclosure

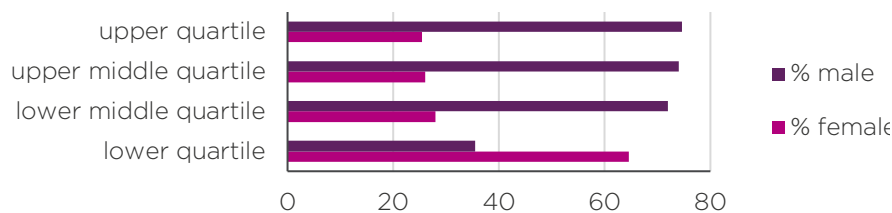
Under the Regulations, we are required to report gender pay gap data for any entity within the Pinnacle Group that employs at least 250 employees. As at 5 April 2024, 531 staff, as defined by the Regulations, worked for Pinnacle B2B Ltd. Its figures are shown below

Pinnacle B2B Ltd	Mean	Median
Gender pay gap (hourly pay)	3.9%	4.9%
Gender bonus pay gap	73.7%	33.3%

Proportion of male and female staff receiving a bonus:



Proportion of male and female staff in each pay quartile band:



Declaration

We confirm that Pinnacle B2B Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.

P. Lloyd

Perry Lloyd
Group Chief Executive Officer

A. Lee

Andy Lee
Group HR Director