



westerleigh
GROUP

Gender Pay Gap

Report 2024



What is Gender Pay Gap Reporting?

The gender pay gap is a measure of equality that shows the percentage difference between the average hourly earnings for men and women.

It's not the same as equal pay (which compares the pay for comparable jobs).

There is a legal requirement for companies with more than 250 employees to report their gender pay gap figures.

This is our second Gender Pay Gap Report and we're delighted to report an even stronger set of results this year.

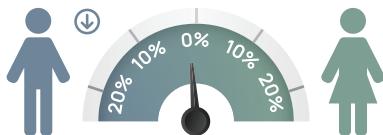


Gender Pay Gap Results – Westerleigh Group

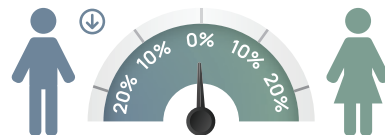
In our report, we've chosen to go beyond the scope of regulatory requirements to share the same view of gender pay gap reporting across all companies within the Westerleigh Group. (This includes AK Lander, Distinct Cremations and Crematoria Management Limited).

This provides a clear and transparent measure for all of our colleagues.

Gender Pay Gap Results



Our *mean*[†] Gender Pay Gap (GPG) shows that **men are paid 1.36% less than women**. The gap has closed slightly from the previous year.



The *median*[†] GPG shows **men are paid 0.52% less than women**. This measure has improved and taken us closer to a 0% gap.

These calculations are based on "full pay relevant employees" – these are colleagues employed and paid their full pay in April 2024. Anyone with unpaid absence or on maternity, etc, is excluded from this calculation. The pay used in the calculations includes elements of basic pay plus any bonus or recognition payments made in April.

Gender Bonus Gap Results

The Gender Bonus Gap (GBG) calculation considers any bonus, incentive or recognition payments received over 12 months, ending on 5 April 2024.



Our *mean*[†] Gender Bonus Gap (GBG) shows that **women are paid 13.6% less than men in bonuses**.

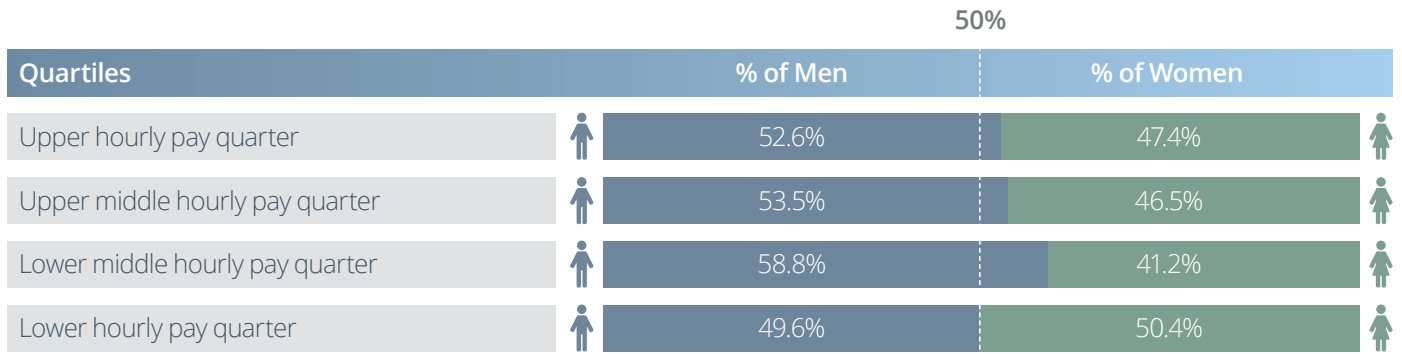


The *median*[†] GBG shows that **women are paid 7.41% less than men**.



The proportion of men and women receiving a bonus is broadly the same (87.5% men vs. 88.2% women).

Gender Pay Gap Reporting – Westerleigh Group



Overview of results

- The quartiles show we have more men than women in each quarter, apart from the lower pay quartile where there are slightly more women than men (this only includes “full pay relevant employees”).
- The good news is the split in the two upper quartiles has evened out compared to last year so is more balanced. The only quartile where the proportion of men has increased is in the lower middle hourly pay quartile.



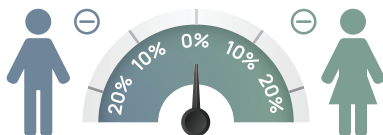
Amy Marsh, HR Director

We recognise the value of a diverse and inclusive workplace where colleagues are supported to achieve their potential. We have a wide range of enhanced family friendly policies to support women in the workplace - as well as development programmes to help them to achieve their aspirations. This is one example of a wider and continued investment in colleagues, designed to help us attract, retain and grow talented teams across the Westerleigh Group.

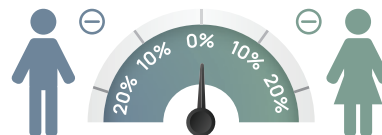
Gender Pay Gap Results – Crematoria Management Limited (CML)

The largest company within the Westerleigh Group is Crematoria Management Limited (CML). This part of the Group incorporates most of our crematoria sites and colleagues* and meets the 250 employees threshold that means it needs to report its gender pay gap results.

Gender Pay Gap Results



The *mean*[†] calculation shows that **men are paid 0.04% less than women**. This is an improvement on 2023, and the gap has closed to almost 0% on pay.

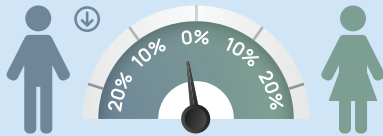


The *median*[†] calculation shows that **women are paid 0.26% less than men**. Compared to the prior year, there has been a small change in favour of men's pay but the gap is now very close to 0%.

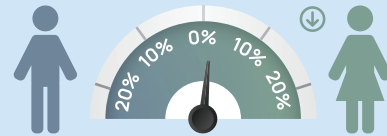
These calculations are based on “full pay relevant employees.” These are colleagues employed and paid their full pay in April 2024. Anyone with unpaid absence or on maternity, etc, is excluded from this calculation. The pay used in the calculations includes elements of basic pay plus any bonus or recognition payments made in April.

Gender Bonus Gap Results

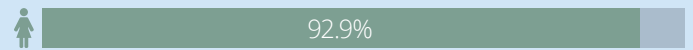
The Gender Bonus Gap (GBG) calculations include all CML employees, and any bonus, incentive or recognition payments received in the 12 months ending on the snapshot date (5th April 2024).



The *mean*[†] Gender Bonus Gap (GBG) shows that **men received 2.25% less than women in bonus payments.** This gap has closed since the previous year.



Our *median*[‡] shows that **women received 1.64% less than men in bonus payments.** This gap has closed since the previous year



The percentage of men/women receiving CML bonuses is very close (89.4% of men vs. 92.9% of women received a bonus).

Gender Pay Gap Reporting – CML

Quartiles	50%	
	% of Men	% of Women
Upper hourly pay quarter	45.9%	54.1%
Upper middle hourly pay quarter	59.7%	40.3%
Lower middle hourly pay quarter	62.9%	37.1%
Lower hourly pay quarter	41.9%	58.1%

- The hourly pay quartiles show we have more women than men in the upper and lower quartiles, and more men in the two middle quarters. This is similar to the split of men and women that we had last year.



Debbie Smith, CEO

In Summary: We're proud to share another strong set of Gender Pay Gap Results. This year, we have almost completely closed the gap on pay which far exceeds the national and sector averages. Our decision to go beyond regulatory requirements in our reporting also demonstrates our commitment to create a fair and equitable workplace through our policies and practice. We continue to invest in creating a great place to work – where colleagues feel engaged, motivated and proud to be part of our team.

We can confirm that this report and the information contained within is accurate.

Debbie Smith, Chief Executive Officer

Amy Marsh, Human Resources Director

[†] The mean Gender Pay Gap (GPG) calculation averages the hourly rate of pay for all men and compares this with the average hourly rate for all women for the pay period that includes the 5th April 2024.

[‡] The median calculation compares the hourly rate at the middle data point of men (if all men were ordered based on their hourly rate from highest to lowest) and compares this with the middle data point of women.

* The majority of sites are included in this part of the business with a few exceptions that sit within different companies.