

Tithegrove Limited Gender Pay Gap Report 2024

Tithegrove Ltd Gender Pay Gap Report – 2024

Tithegrove Ltd is required by law to publish an annual gender pay gap report. This report is based on the snapshot date of **5th April 2024**.

Understanding the Gender Pay Gap

A gender pay gap is the difference in **gross hourly earnings** between men and women, regardless of the roles they perform. It is important to note that this is distinct from **equal pay**, which ensures that men and women receive the same remuneration for performing the same or equivalent work.

Report Results

As of the snapshot date, Tithegrove Ltd employed **167 employees**:

- **53 office-based employees**
- **114 site-based employees**

The composition of our workforce significantly influences our gender pay gap, as the construction sector has traditionally been male-dominated, particularly in site-based roles.

Commitment to Fair Pay

When determining pay and rewards for our employees, Tithegrove Ltd considers several factors, including:

- **The economic climate**
- **Company performance**
- **External market conditions** relevant to our industry and the roles we offer

We remain committed to ensuring fairness and transparency in our pay structures and will continue to encourage greater diversity within our workforce.

This statement confirms that the published information is accurate at the time of reporting and has been signed off by:

Sally Low



Finance Director
Tithegrove Ltd