FastHouse

Gender Pay Gap Report 2026

Snapshot Date: 1st of June 2026

Introduction and Workforce overview

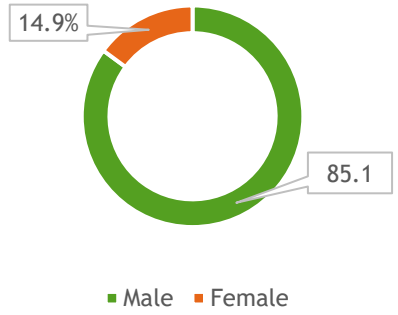
At FastHouse Ltd, we are committed to fostering an inclusive workplace where all employees have equal opportunities to develop and succeed.

This report sets out our gender pay gap data for 2026, provides context for the results and supports our ongoing focus on equality of opportunity, diversity and inclusion across the business.

It is important to note that a gender pay gap is different from equal pay. Equal pay relates to men and women receiving equal pay for carrying out the same or similar work, while the gender pay gap measures the difference in average earnings across the workforce as a whole.

Workforce Profile

- **Male:** 85.1%
- **Female:** 14.9%



About Our Workforce

FastHouse Ltd operates within the manufacturing sector, supplying products to the construction industry. Like many organisations within these sectors, our workforce remains predominantly male, particularly within production, technical and operational roles.

At the snapshot date, FastHouse Ltd employed 174 people, comprising 148 men (85.1%) and 26 women (14.9%). This workforce profile provides important context for understanding the gender pay gap results presented in this report.

Gender Pay Gap Results

Mean Gender Pay Gap	-0.50%
Median Gender Pay Gap	2.20%
Mean Part Time Gender Pay Gap	21.8%
Median Part Time Gender Pay Gap	21.8%

Hourly Pay Gap
Our 2026 results show a mean gender pay gap of -0.5%, meaning average female hourly pay is slightly higher than average male hourly pay. The median gender pay gap is 2.2%, indicating that hourly pay is broadly comparable across the workforce.

These results reflect a balanced pay structure and our commitment to fair and equitable pay practices. As a manufacturing business serving the construction industry, we operate in a traditionally male-dominated sector and remain committed to attracting, developing and retaining talent from all backgrounds.

Part-Time Pay Gap
The number of part-time employees is very small, and individual pay rates can therefore have a significant impact on the reported figures. As a result, the part-time pay gap is not considered representative of wider workforce trends.

Temporary Pay Gap
No temporary employees were employed on the snapshot date; therefore, no temporary employee gender pay gap is reported.

Bonus Pay Gap & Participation	
Mean Bonus Gender Pay Gap	-911.9%
Median Bonus Gender Pay Gap	-1,700.7%
Male Employees Receiving Bonus	9.5%
Female Employees Receiving Bonus	3.8%

Bonus Pay Gap
FastHouse Ltd bonus pay gap results show that women received higher bonus payments than men on both a mean and median basis during the reporting period. While a higher proportion of male employees received a bonus payment (9.5% compared with 3.8% of female employees), the average and median bonus received by female bonus recipients exceeded those received by male bonus recipients.

The bonus pay gap figures are significantly influenced by the small number of female employees receiving bonus payments and are therefore not considered representative of bonus outcomes across the wider workforce.

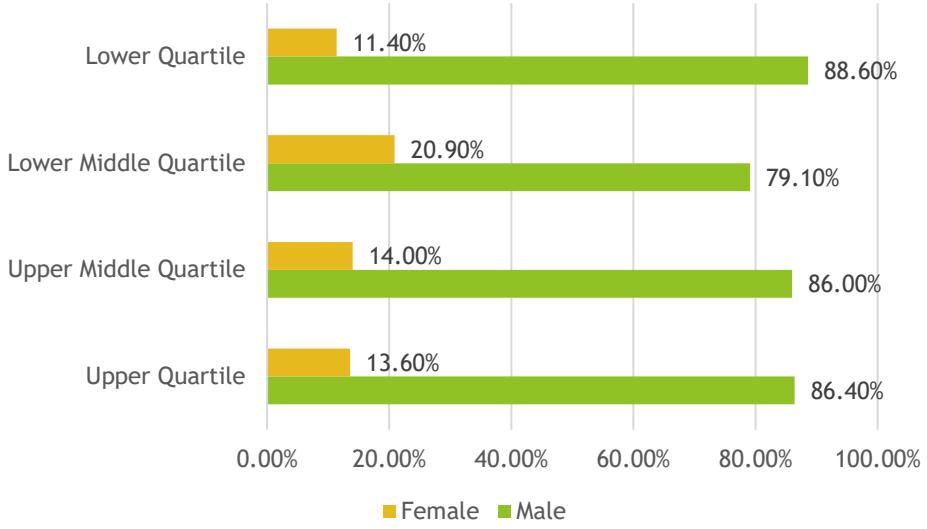
Benefits in Kind (BIK)	
Male Employees Receiving Benefits in Kind	5.4%
Female Employees Receiving Benefits in Kind	11.5%

Benefits in Kind (BIK)
During the reporting period, 5.4% of male employees and 11.5% of female employees received a benefit in kind. The proportion of female employees receiving a benefit in kind was higher than that of male employees.

Access to benefits in kind is determined by the nature of an employee's role and the benefits available within the organisation.

Pay Quartiles

Pay Quartile	Male	Female
Lower Quartile	88.6%	11.4%
Lower Middle Quartile	79.1%	20.9%
Upper Middle Quartile	86.0%	14.0%
Upper Quartile	86.4%	13.6%



Female employees are represented across all pay quartiles, including the upper quartile, demonstrating gender representation at all levels of the organisation. The distribution broadly reflects the overall workforce profile and the demographics of the sector in which we operate.

Understanding our Results

Gender pay gap reporting measures the difference in average earnings between male and female employees across the workforce as a whole.

Our workforce is predominantly male, with men representing 85.1% of employees and women representing 14.9%, reflecting the traditionally male-dominated nature of the manufacturing and construction sectors in which we operate.

Our 2026 results show a mean gender pay gap of -0.5%, indicating that average female hourly pay is slightly higher than average male hourly pay, while the median gender pay gap is 2.2%, demonstrating that hourly pay is broadly comparable across the workforce.

Women are represented across all pay quartiles, including the upper pay quartile, and the distribution of employees across the pay bands broadly reflects the overall workforce profile.

Overall, the results indicate a balanced pay position across the organisation, with workforce composition and representation being the main factors influencing the gender pay gap figures.

Our Actions and Commitments

FastHouse Ltd is committed to maintaining a workplace where all employees are treated fairly and have equal opportunities to develop and progress. We will continue to support inclusive recruitment, learning and development, and career progression practices across the organisation.

As a manufacturing business serving the construction industry, we recognise the importance of attracting talent from the widest possible pool of candidates and encouraging greater representation across all areas of the business.

We will continue to monitor our gender pay gap results, maintain fair and transparent pay practices, and foster an inclusive working environment where everyone has the opportunity to succeed.

While our results indicate a balanced pay position across the organisation, we recognise the importance of continuing to improve workforce diversity over time. We will continue to support inclusive recruitment, development and progression practices, encourage applications from the widest possible talent pool and promote equal opportunities for all employees.

Snapshot Date: 1st June 2026

This report has been prepared in accordance with the requirements of the Gender Pay Gap Information Act 2021 and associated Regulations. FastHouse Ltd is committed to monitoring and addressing factors that contribute to the gender pay gap and to promoting equality of opportunity across the business.

Approved on behalf of FastHouse Ltd
Gerard Smith
General Manager
September 2026