



Gender Pay Gap Report 2025

Circle Housing Overview

At Circle, we are dedicated to fostering a work environment that champions diversity, equity, and inclusion. We strive to create a culture where everyone feels valued and can truly be themselves, reflecting our core values of **Willingness , Empowerment, Honesty, Excellence, Accountability and Respect.**

We believe that embracing diversity, equity, and inclusion not only benefits our organisation but also our employees, allowing them to flourish in an inclusive environment where they feel respected & empowered facilitating them to bring their whole self to work every day.

The data in this report was compiled using a snapshot date of 30th June 2025 and includes information from the previous 12 months.



Explanations

At Circle, we are proud to have a strong representation of female employees across all levels of our organisation. As we continue to grow and hire new team members, we remain committed to fostering inclusion and ensuring equal opportunities throughout every area of the business.

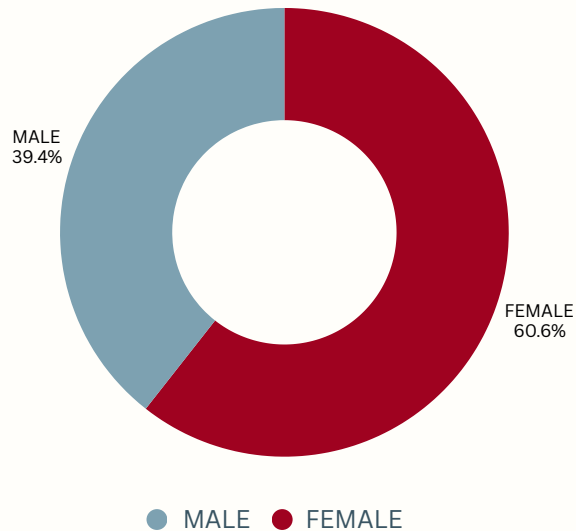
We operate a structured salary banding system, which ensures that all roles are paid consistently within their designated bands. Given our high proportion of female employees and the presence of several unique roles within our organisational structure, some variation in pay is expected and understood.

All employees regardless of gender are entitled to the same bonus schemes, benefits-in-kind, and annual salary reviews, which take place on each employee's employment anniversary once their probation period has been successfully completed.

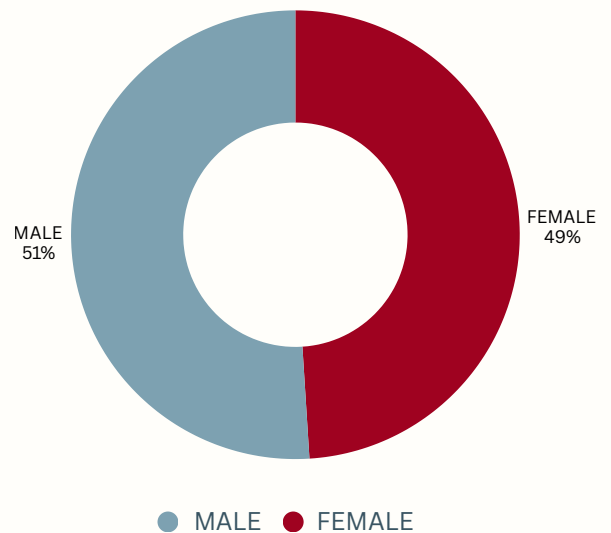


Gender pay gap metrics

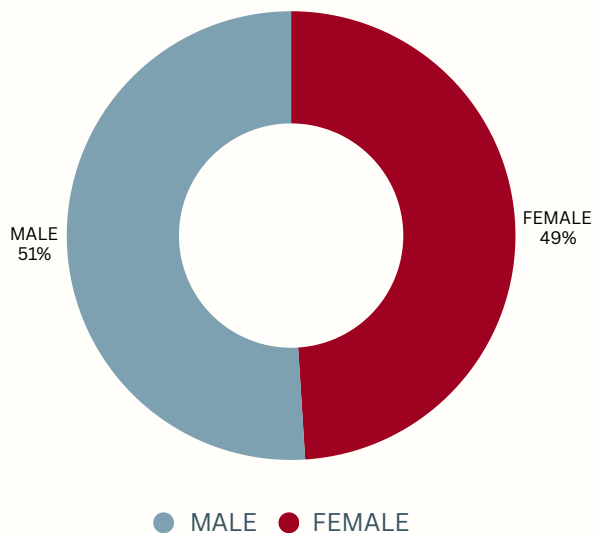
Circle Population
Difference - 21.2%



Median Hourly Remuneration
Gap Difference - 2%

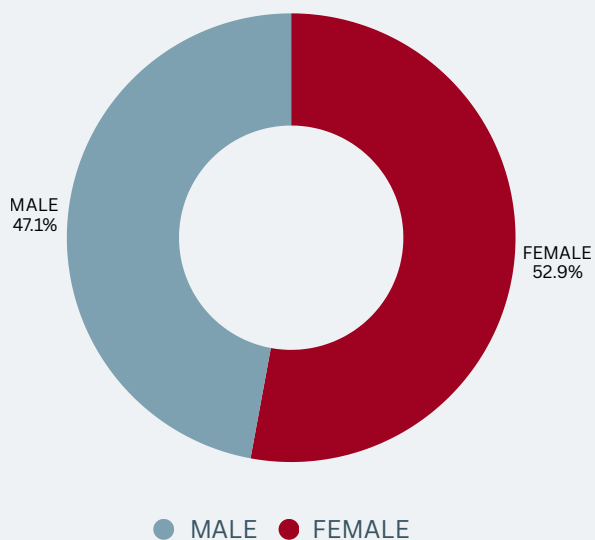


Mean Hourly Remuneration Gap
Difference - 2%

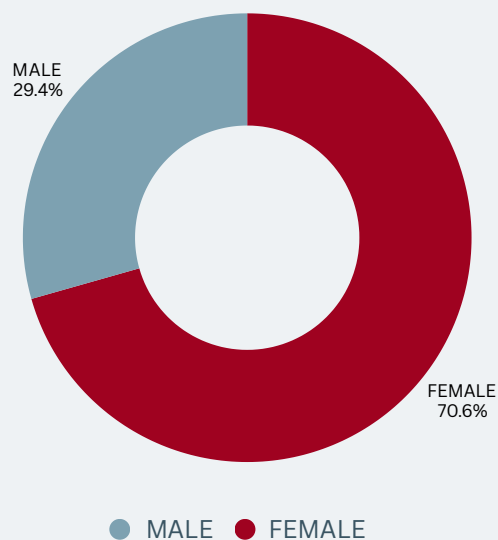


Remuneration Quartiles

Lower Quartile



Lower Middle Quartile

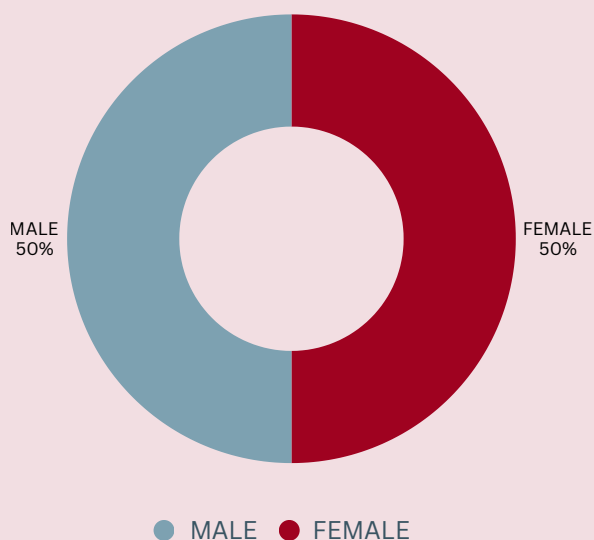


In the lower pay quartile, we observe an almost even distribution of male and female employees, with a **3.1%** difference in favour of female representation.

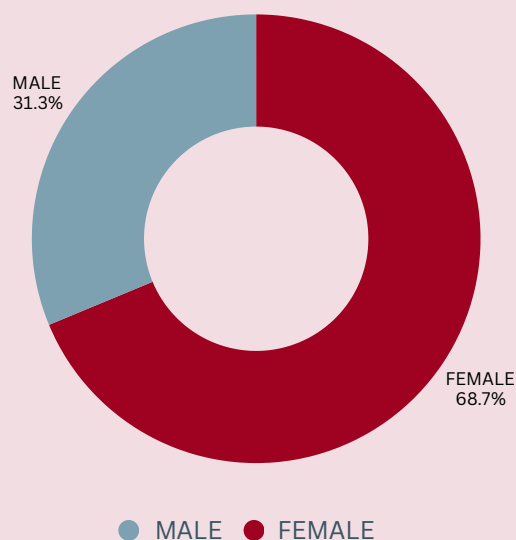
In the lower-middle quartile, we observe a high proportion of female representation. This is consistent with Circle's overall workforce distribution.

Remuneration Quartiles

Upper Quartile



Upper Middle Quartile



In the upper quartile, we see an equal split between male and female employees, reflecting strong gender balance within Circle's management and leadership levels.

In the upper-middle quartile, we observe a high proportion of female representation, which is consistent with Circle's overall workforce distribution.

Circle's Commitment

Circle is an equal opportunities employer, and we are committed to hiring the best candidate for every role. While the findings from our recent analysis are encouraging, they have also highlighted areas where we can continue to improve.

We take these insights seriously and are committed to implementing meaningful actions that promote greater equity, fairness, and inclusivity across our recruitment practices and workplace culture.

