

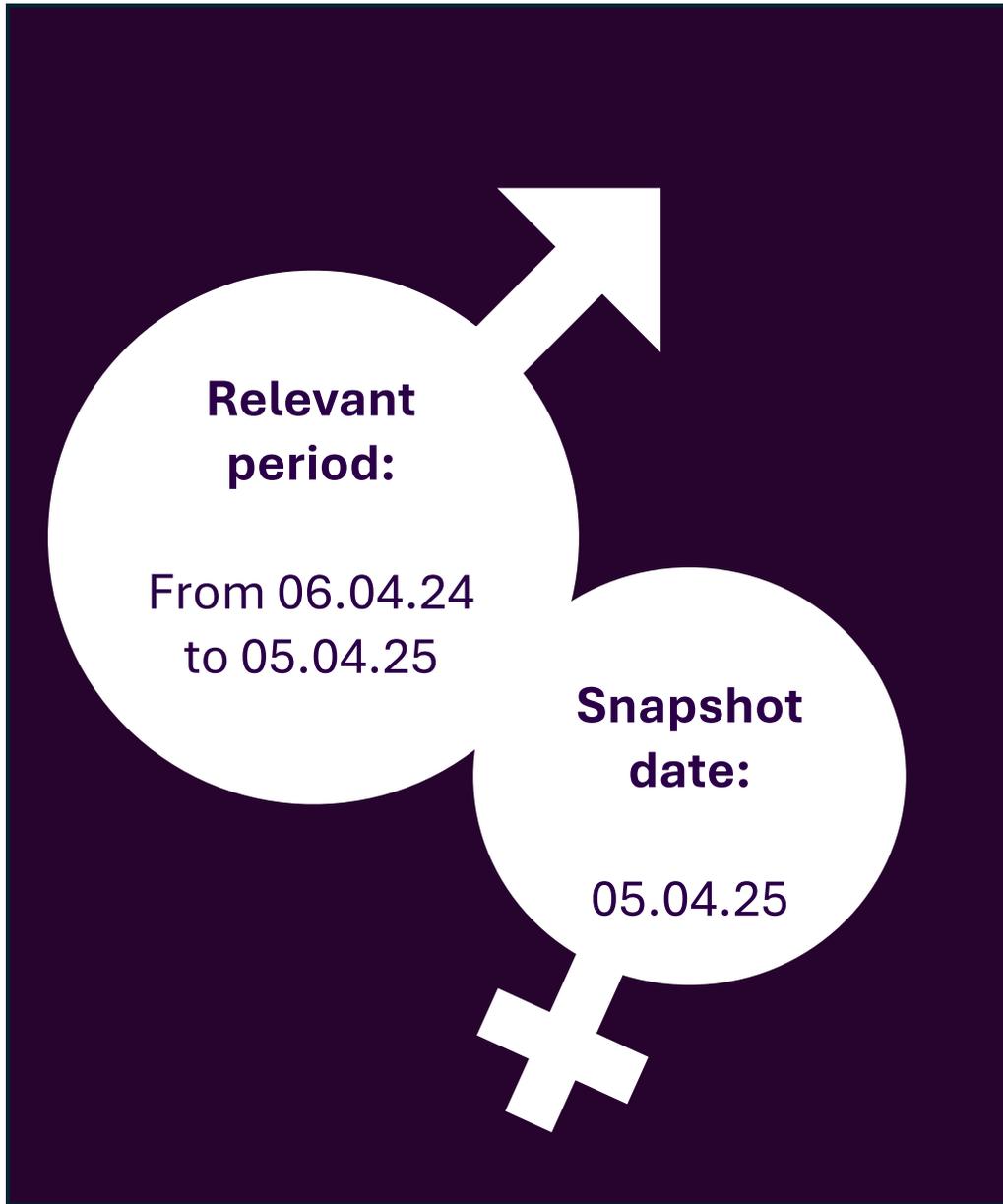


Gender Pay Gap Report

Equality Act (Gender Pay Gap Reporting) Regulations 2017

Organisation name: Funeral Partners Ltd

Date of report: 4th April 2026



The Funeral Partners Group (“the Group”) is the UK’s third largest funeral services business and manages around 300 funeral homes across the country.

The majority of the Group’s funeral homes have typically kept their original company names following acquisition and becoming part of the Group.

The Group has been reporting formally on gender pay levels since 2018 and is pleased to provide its latest Gender Pay Gap annual report.

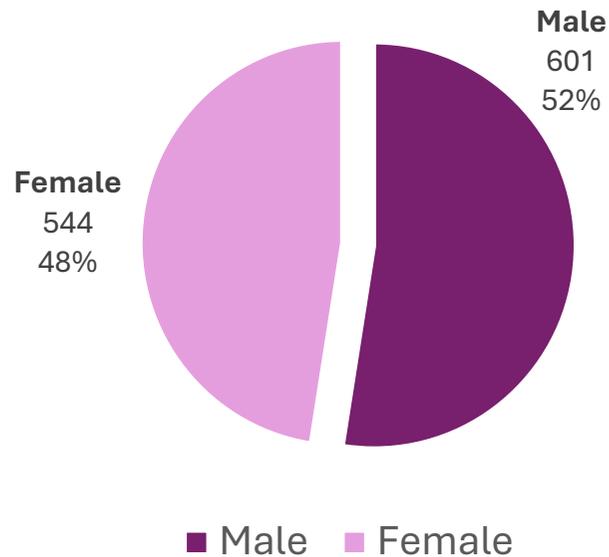
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Our Colleagues

This latest report on gender pay from the Group is based on a workforce (designated by the Equality Act as being full-pay relevant employees for Gender Pay Gap Reporting)

TOTAL EMPLOYEES: **1,145**



There is an increase of around **12%** in the size of the workforce compared to the previous Gender Pay Gap report for the business, a reflection of natural growth within the business and acquisitions completed in the 12-month period since the previous snapshot date.

14.9% increase
in Male
employees

9.2% increase
in Female
employees

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Company statement

The Group's pay structures are intended to ensure that there are minimal gender pay gaps within the Company. We endeavour to reward people fairly and consistently within our processes and reward structure. There are some inherent challenges for the Group in terms of ensuring minimal gender pay gaps are in existence. Most notably this is in terms of the Group inheriting positions with acquired businesses which may not align with the Group's overall pay structure. The acquisitions can initially create outcomes from a gender pay perspective which are not in line with the Group's objectives. Such inherited positions are sought to be addressed over a period of time, albeit not in a way to impact adversely upon the wider integration processes of acquired businesses into the Group.

The Group is satisfied with its latest set of gender pay results, which demonstrate the % gap in pay and reward metrics between genders continuing to narrow, both from a mean and median % pay gap perspective. As such in 2025 it was the 3rd year in a row where the % pay gap positions narrowed.

The Group expects to further improve its gender pay positions in the coming years.



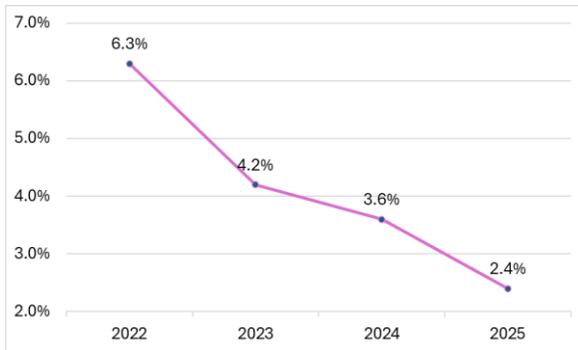
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Differences in hourly pay

Differences in hourly pay are measured by comparing both the mean hourly pay rates by gender as well as the median hourly pay rates. The pay gap has narrowed and the positions for each measure are as follows:

Median



Reduced from **3.6%** in 2024 to **2.4%** in 2025

Median hourly rate of pay for **females**

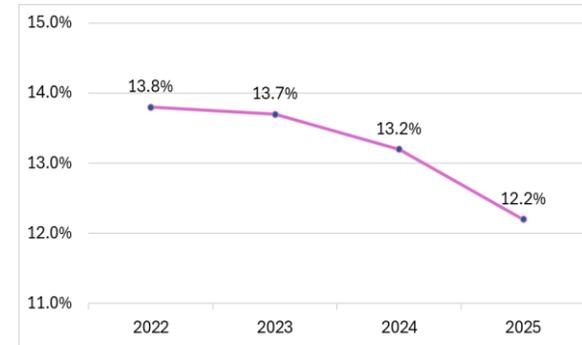
£14.49



Median hourly rate of pay for **males**

£14.85

Mean



Reduced from **13.2%** in 2024 to **12.2%** in 2025

Mean hourly rate of pay for **females**

£15.78



Mean hourly rate of pay for **males**

£17.98

The narrowing of both the mean and median pay gap has been a trend over the last 4 years –

	2025	2024	2023	2022
Median Hourly Rate Gender Pay Gap	2.4%	3.6%	4.2%	6.3%
	1.2 ↓	0.6 ↓	2.1 ↓	

	2025	2024	2023	2022
Mean Hourly Rate Gender Pay Gap	12.2%	13.2%	13.7%	13.8%
	1.0 ↓	0.5 ↓	-0.1 ↓	

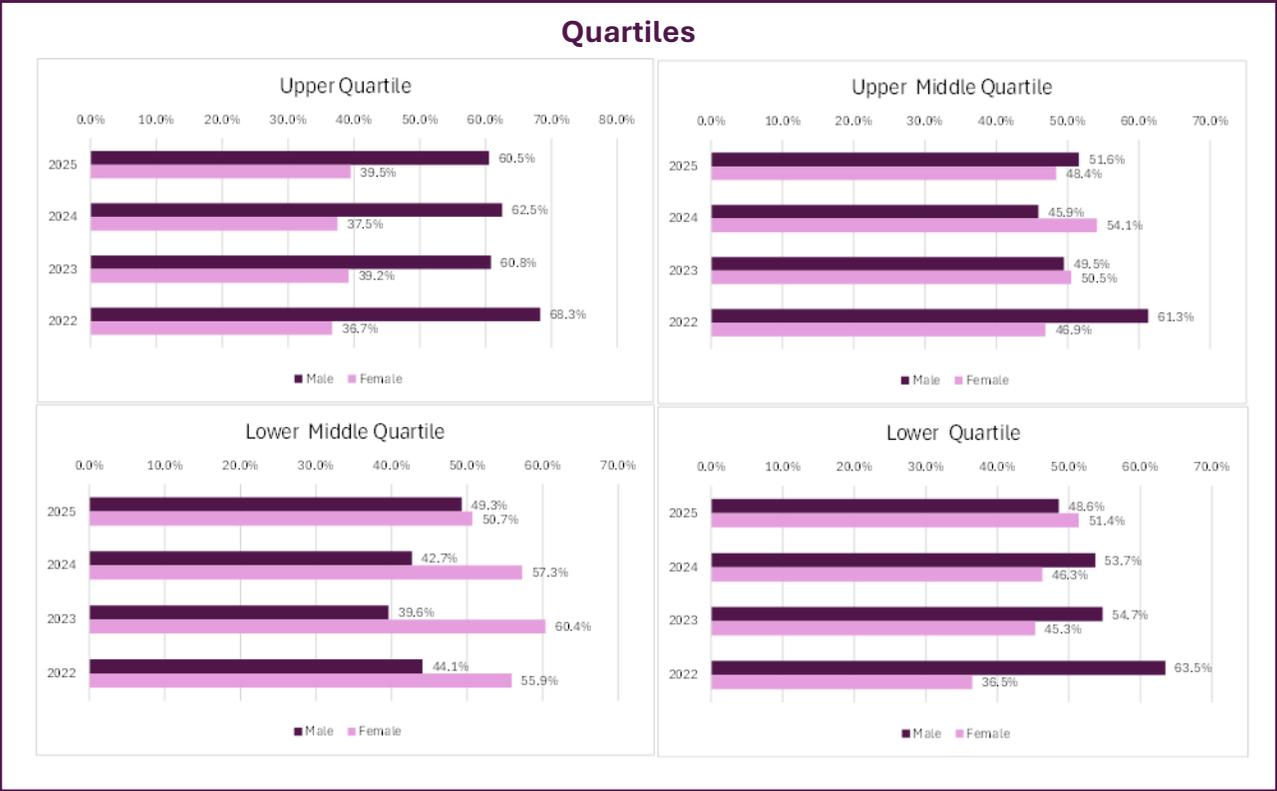
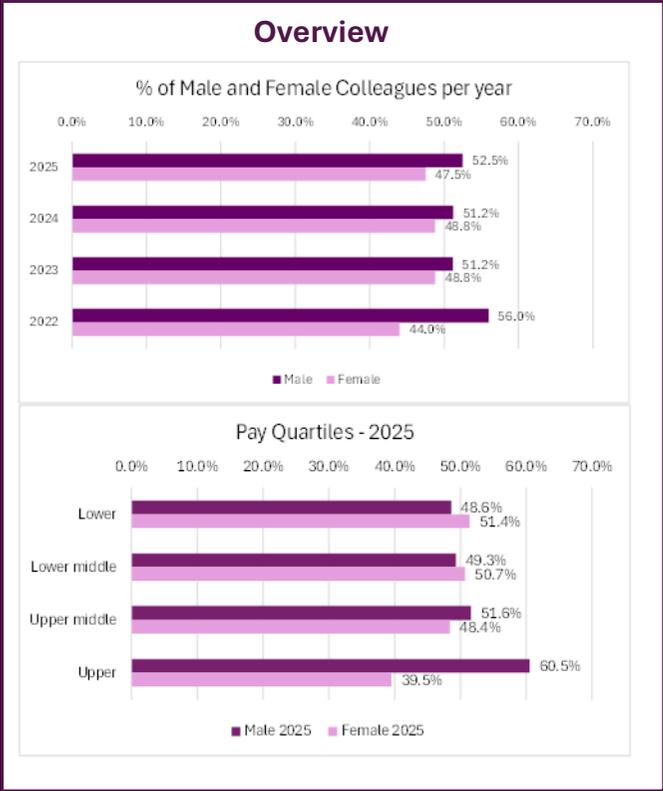
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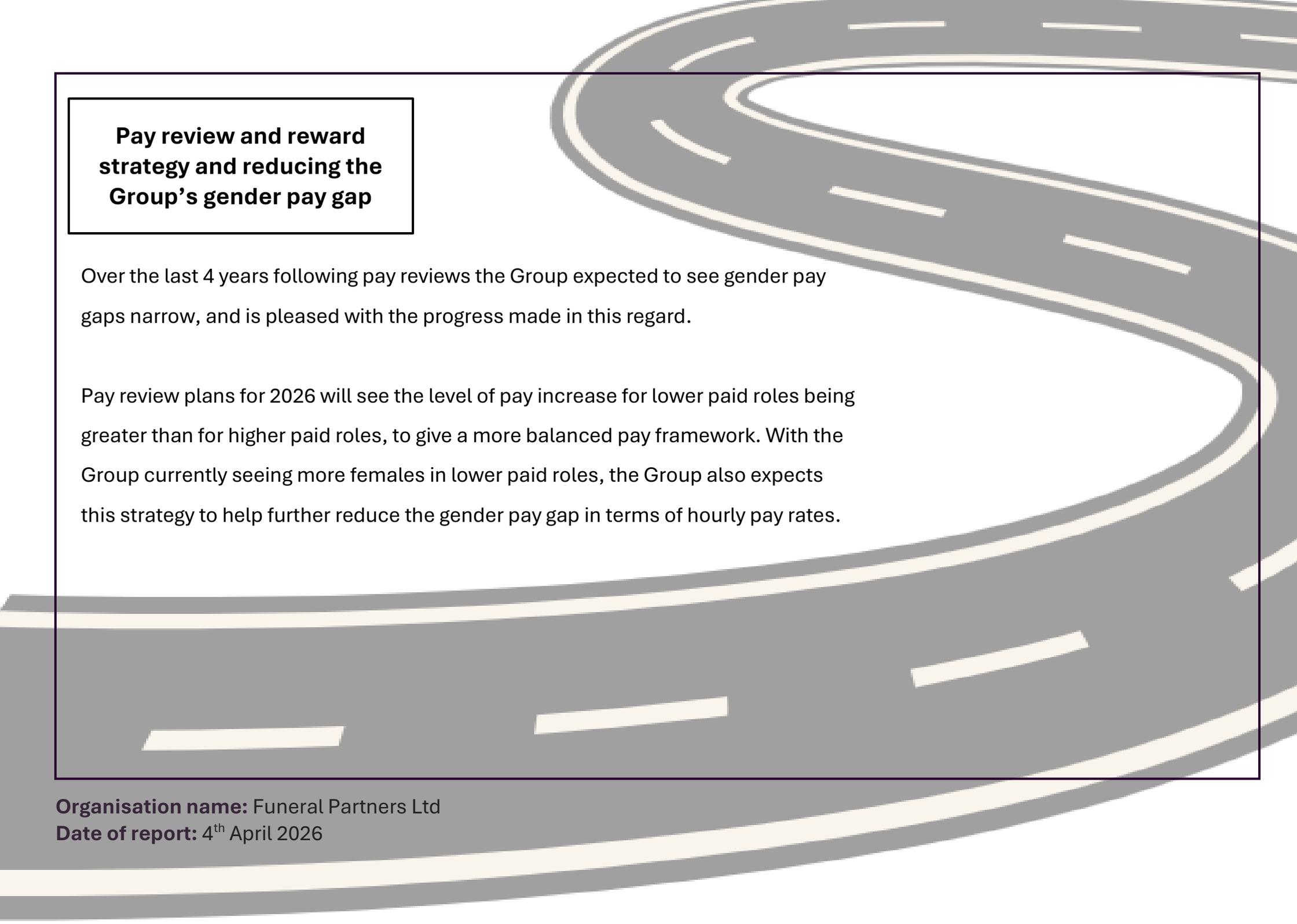
Pay Quartiles

Positive progress has arisen in recent year with the split of genders for the lower, lower middle and upper middle pay quartiles becoming more balanced as the impacts of pay reviews resulted in more balanced gender splits.



Pay reviews from recent years as well as a general balancing on genders across the FP Group colleague base has seen all bar the Upper pay quartile progress to be more balanced between Male and Female genders. The Group sees this as a positive improvement for the business in terms of seeing a balanced gender split across roles in the business. There remains a higher relative proportion of Males in the Upper quartile, and the Group is monitoring to see a more balanced gender split in this quartile in the coming years.

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Pay review and reward strategy and reducing the Group's gender pay gap

Over the last 4 years following pay reviews the Group expected to see gender pay gaps narrow, and is pleased with the progress made in this regard.

Pay review plans for 2026 will see the level of pay increase for lower paid roles being greater than for higher paid roles, to give a more balanced pay framework. With the Group currently seeing more females in lower paid roles, the Group also expects this strategy to help further reduce the gender pay gap in terms of hourly pay rates.

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Differences in bonus pay

In contrast to the position on pay, the Group does have larger gaps in Bonus pay by gender. This is linked to specific dynamics within the Bonus schemes the Group operates and thus as detailed further below is part of the context of the Bonus pay gap positions arising for the Group year by year. The analysis of the Bonus pay gap by gender shows the Mean and Median bonus pay levels are higher for **males** than **females**, and the gap has widened year on year.

The **Median** bonus pay gap increased from **4.8%** in 2024, to **27.9%** in 2025.



The **Mean** bonus pay gap increased from **60.4%** in 2024, to **63.7%** in 2025.

The payment of bonuses by the Group is predominantly performance related however some aspects are discretionary. In 2024 there was opportunity given to a wider group of roles to achieve a bonus and due to the balance of gender in these roles a greater imbalance was created, with a higher proportion of female colleagues receiving a bonus.

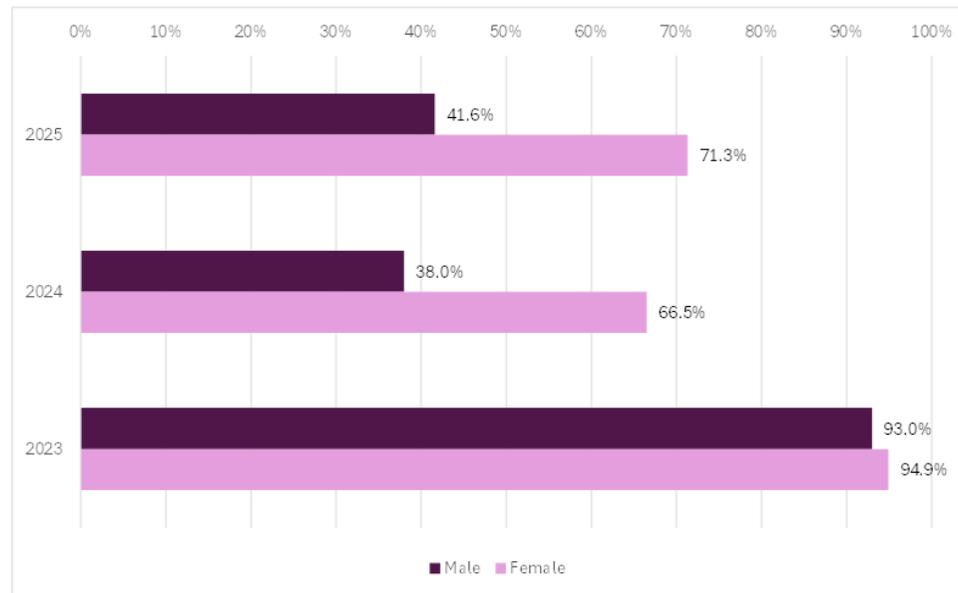
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Differences in bonus pay

Alongside the development in the level of colleagues by gender who received a bonus, the value of the bonus awarded in certain roles changed. This created a larger gap in terms of the level of bonus payment to male colleagues compared to those for female colleagues. Part of this outcome was linked to a specific bonus scheme, tailored to some specific roles within the Group, with all applicable roles currently filled by male colleagues. The terms of the scheme differ notably to the bonus scheme terms for the majority of the business and offer relatively high bonus payments compared to the rest of the Group. This aspect of the Group bonus schemes contributed significantly in year to the level of gap in bonus pay between **male** and **female** colleagues.

The table below shows for the last 3 years the extent of males and females who have received a bonus in each year:



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Closing Remarks

The Group is encouraged overall by the developments in Gender Pay Gap positions within the business, and is looking to the 2026 review of pay positions to further support positive development in terms of narrowing Gender pay gap levels within the Group.

Declaration

I confirm that the information contained within this report is accurate.

Signed:



Date: 4th April 2026

Name: Andrew Fraser

Position: Chief Financial Officer

Organisation name: Funeral Partners Ltd

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