

Fit Out (UK) Limited

Gender Pay Report 2026

Fit Out (UK) employed more than 250 employees on the specified snapshot day of 5 April 2025 and therefore report on the Gender Pay Gap under the Equality Act 2010 [Gender Pay Gap Information].

Introduction

Fit Out UK are an industry leading interior fit out and logistics service provider. We work with a broad range of blue-chip Clients across the retail, hospitality, banking, and commercial sectors. Operating across the UK from facilities in London, Sheffield, Barnsley, Rotherham and Doncaster, we challenge the traditional, fragmented approach to construction delivery.

Our in-house self-delivery model sets us aside from our competitors, enabling us to complete projects faster, safer, and more efficiently, whilst also supporting our clients' net zero ambitions.

Gender Pay Figures

Fit Out (UK) Gender Pay Gap Report		
	Mean	Median
Hourly Pay	14.56%	14.47%
Bonus Pay	N/A	N/A

Pay Quartiles

Lower hourly pay quarter		Lower middle hourly pay quarter	
Male	Female	Male	Female
75.63%	24.37%	77.31%	22.69%

Upper middle hourly pay quarter		Upper hourly pay quarter	
Male	Female	Male	Female
81.20%	18.80%	87.18%	12.82%

Written Statement

Fit Out (UK) Limited has taken all reasonable steps to ensure that the information provided is accurate and complete.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 [Gender Pay Information] Regulations 2017.

Understanding the gap

The primary reason for our gender pay gap is the composition of our workforce.

Construction, logistics, and manufacturing are traditionally male-dominated sectors. Within Fit Out (UK), approximately 80% of our employees are male and 20% are female.

Encouragingly, the similarity between our mean and median pay gaps indicates that the gap is relatively consistent across the organisation and not driven by a small number of high earners.

When compared to others in our sector, our gender pay gap is significantly lower than many construction and fit-out organisations. However, we recognise that there is more to do to improve gender balance, particularly in higher-paid roles.

We recognise that meaningful change will take time, particularly within a sector where gender imbalance is long established. However, we remain committed to making sustained progress and ensuring Fit Out (UK) Limited is an inclusive and supportive place to work for all employees.

This report will be reviewed and amended on an annual basis.