

ARUN ESTATES GENDER PAY GAP REPORT FOR 2020 (PUBLISHED IN 2021)



As a business we recognise that our success is only achieved through valuing our customers and our people.

For all our sales colleagues, whether they are working in residential sales, lettings or financial services commission income forms a significant element of total pay and each of the steps of our career pathway has a defined salary banding appropriate to their job role and seniority.

Commission payments are defined and based on results achieved.

Our business is proud to confirm that 39% of our senior management team are female and that proportion is growing.

It's also important to understand that as 46% of our female workforce

worked part time in this reporting snapshot, their ability to generate commission income is reflective of the proportion of the working week worked. This compares to just 6% of our male workforce choosing to work part time.

In addition, our support departments and administrative teams have a larger proportion of female workers, whose preference is not to work in our commissioned sales environment therefore they are remunerated accordingly.

Promoting from within is key to our success and we will always make every attempt to find a workable solution to every flexible working request we receive, as we understand the value of retaining our workforce when they may choose to adjust their working week to accommodate family responsibilities.

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in average pay of men and women within an organisation regardless of the job they do, or the area of the organisation they work in.

This is different from equal pay, which directly compares the pay for a woman doing the same or equivalent role.

SUMMARY OF RESULTS:

Mean gender pay gap in hourly pay is

43.5%

Median gender pay in hourly pay is

31.5%

PAY QUANTILES SUMMARY:

69%
Male



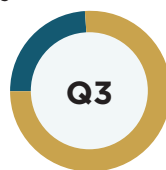
31%
Female

50%
Male



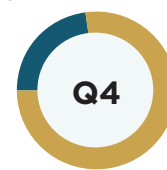
50%
Female

24%
Male



76%
Female

23%
Male



77%
Female

BONUS SUMMARY:

Proportion of employees with bonus pay:



Female

75.6%



Male

89.5%

Mean bonus gap is

74.5%

Median bonus gap is

79.4%

I confirm the information within this report is accurate.

Aldo Sotgiu

Group Managing Director