

ARUN ESTATES GENDER PAY GAP REPORT FOR 2021 (PUBLISHED IN MARCH 2022)



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.

Our commission and bonus payments are defined and based on results achieved, plus it's important to understand that as 47% of our female workforce worked part time in this reporting snapshot, their ability to generate commission income is working week worked. This compares to just 9% 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.

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

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

43.4%

Median gender pay gap in hourly pay is

31.5%

PAY QUANTILES SUMMARY:

69.3%
Male



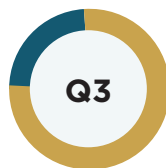
30.7%
Female

51.3%
Male



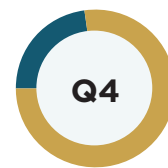
48.7%
Female

19.3%
Male



80.7%
Female

22.8%
Male



77.2%
Female

BONUS SUMMARY:

Proportion of employees with bonus pay:



Female

74%



Male

90.3%

Mean bonus gap is

63.55%

Median bonus gap is

67.86%

I confirm the information within this report is accurate.

Aldo Sotgiu
Group Managing Director