

Gender Pay Gap 2023

Keepmoat Homes is committed to attracting the right people with the right skills into the organisation at all levels. A key area we are focusing on is highlighting the housing industry to women as a great career choice with wide opportunities. To underpin this focus we encourage agile working in all levels of the organisation and offer many family friendly initiatives and benefits. Keepmoat Homes realises the benefits that diversity brings to the organisation and is working hard to break down the perceptions which have made the industry less attractive to women.

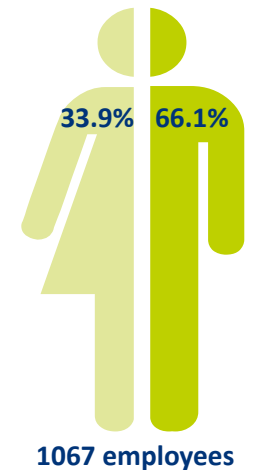
Gender Pay not Equal Pay

Gender Pay calculates the pay gap between full-pay relevant men and women within a business. It is different to Equal Pay which is the difference in pay between men and women who have the same or similar (equal) roles, this is something that Keepmoat Homes is also committed to regularly monitoring.

Our Mean (average) Gender Pay Gap is **19.47%**

Our Median (middle) Gender Pay Gap is **15.44%**

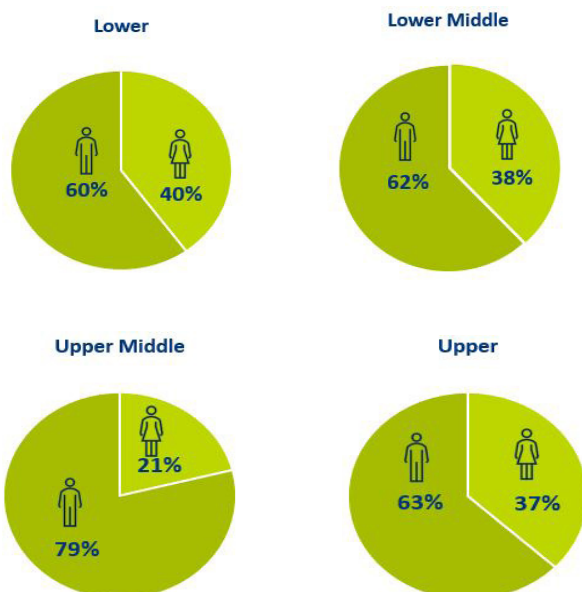
Employee Make Up



The pay and bonus gaps are reflective of the fact that we have fewer women in senior leadership positions and in roles which attract higher pay and bonus potential. Our internal promotions focus is enabling more females to grow their career with us.

Pay Quartiles

This chart shows the proportion of men and women in each pay band ordered from lowest to highest quartile and highlights our imbalance of men and women in our upper pay quartiles.



Bonus

The regulations of Gender Bonus Gap reporting requires us to calculate bonus on all performance payments including payments for commission and incentives received in the snapshot period. The size of the bonus gap reflects the fact that we have more men at senior levels than women.

Our Mean (average) Gender Bonus Gap is **35.77%**

Our Median (middle) Gender Bonus Gap is **13.45%**

81% of women received a bonus
19% of women did not receive a bonus

63% of men received a bonus

37% of men did not receive a bonus