

Gender Pay Gap 2020

It is no secret that like many industries, the housing industry suffers from gender imbalance particularly around senior levels. Keepmoat Homes is committed to attracting the right people with the right skills into the organisation at all levels. We want to recruit the best people and continue to support initiatives to attract more women into the industry. 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.

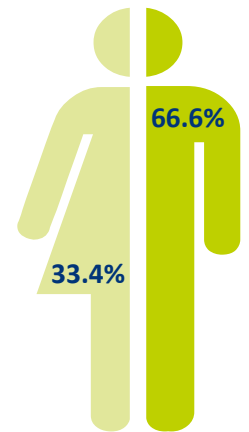
Gender Pay not Equal Pay

Gender Pay calculates the pay gap between 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 **23.97%**

Our Median (middle) Gender Pay Gap is **22.25%**

Employee Make Up

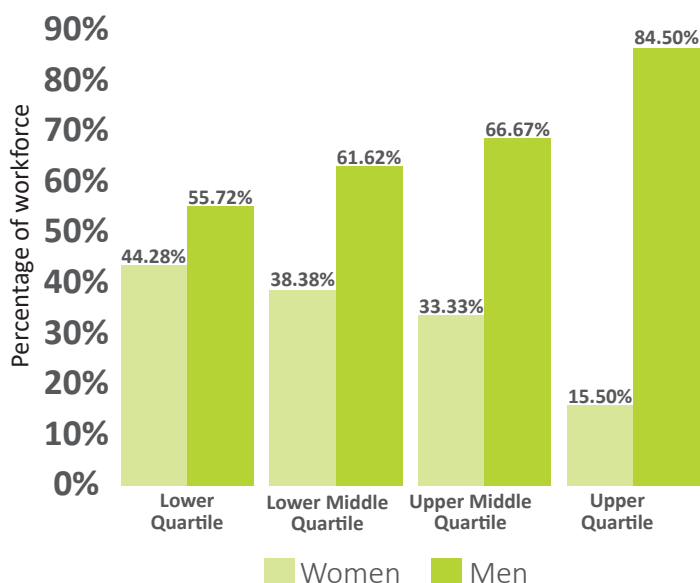


1106 employees

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. As previously described, this is due to the challenges we face recruiting women into construction.

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 in men and women in our upper pay quartiles.




Bonus

The proportion of men and women receiving a bonus is similar, however, 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 **42.9%**

Our Median (middle) Gender Bonus Gap is **29.1%**

 **88.9%** of women received a bonus

11.1% of women did not receive a bonus

73.5% of men received a bonus

26.5% of men did not receive a bonus

