



GENDER PAY GAP REPORT 2022





“Valuing People” is a key business principle...

We aim to attract and retain a diverse workforce, ensuring we give everyone equal access to opportunities and allowing them to contribute their best work and develop to their full potential.

Our ED&I agenda supported by a formal policy, sends out a strong message about our commitment to fully embedding all aspects of ED&I throughout the business.

We continue to place a high emphasis on bringing new entrants into the sector, with 15% of our workforce on structured training programmes and we have ensured that our sourcing and recruitment processes focus on widening participation including reaching young women who may not have considered housebuilding as a career.

I am pleased to publish the 2022 gender pay gap report for Redrow Homes and confirm that the data is accurate.

Matthew Pratt
Group Chief Executive
March 2023

Our results

Redrow Gender Pay Gap Report 2022

Gender pay gap

Hourly pay

Mean: 3.5% | Median: -0.68%

The gender pay gap is defined as the difference between the mean and median hourly rate of pay for male and female employees. The gap is identified above.

The mean pay gap is the difference between the average hourly earnings of men and women and the median pay gap is the difference between the midpoints in the ranges of the hourly earnings of men and women.

Gender pay gap

Bonus pay

Mean: -21.3% | Median: 0.5%

The figures above display the difference between the mean and median bonus payments for male and female employees.

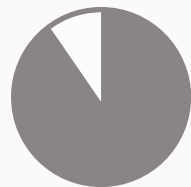
Our results

Redrow Gender Pay Gap Report 2022

Proportion of male and females receiving a bonus:



86.8%
of males
received a bonus

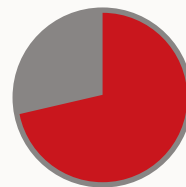


87%
of females
received a bonus

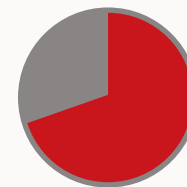
The figures above display the proportion of males and females within the company who receive a bonus.

Every employee of Redrow Homes Limited receives a bonus and the results are due to the timing of the payments, which means that the bonus payments made to some employees did not fall within the relevant reference pay period for the purposes of these calculations.

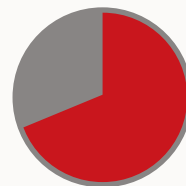
Proportion of male and females in each pay quartile:



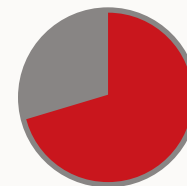
Q1
Male: 66.8%
Female: 33.2%



Q2
Male: 65.9%
Female: 34.1%



Q3
Male: 65.9%
Female: 34.1%



Q4
Male: 67.3%
Female: 32.7%

● Male
● Female

In order for us to understand how the gender balance impacts pay, we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from highest to lowest and then grouped into 4 equal quartiles (Q1 being the upper quartile and Q4 being the lower quartile).

Our results

Redrow Gender Pay Gap Report 2022

Gender pay gap: **Mean: 3.5% | Median: -0.68%**

We are aware that women remain under-represented within the housebuilding industry, particularly in construction and technical roles and we have been working hard to continue to promote more women in these areas. We are re-launching our Women's Network to be an employee led working group, facilitating networking events, tailored events and have a solid network of likeminded colleagues who share leaning and expertise. The network ranges from employees in their early careers to more senior roles within the business, illustrating the willingness of employees and all levels to get involved.

In order to attract more women into the house building industry we have been working with schools and colleges through our Educational Ambassador scheme. In March 2022 a team of our female ambassadors attended a Women in construction event at Coleg Cambria, Wrexham. More than 100 young women had a taster of construction roles, such as bricklaying, carpentry and plumbing.

We have set targets for our new entrant intakes to focus on the importance of diversity, including gender and committed that by 2025, our female graduate intake will be at least 40%. We also continue to monitor the progression of women into senior roles and have set targets for bringing the percentage of women in senior roles closer into line with the percentage of women among our workforce as a whole.
