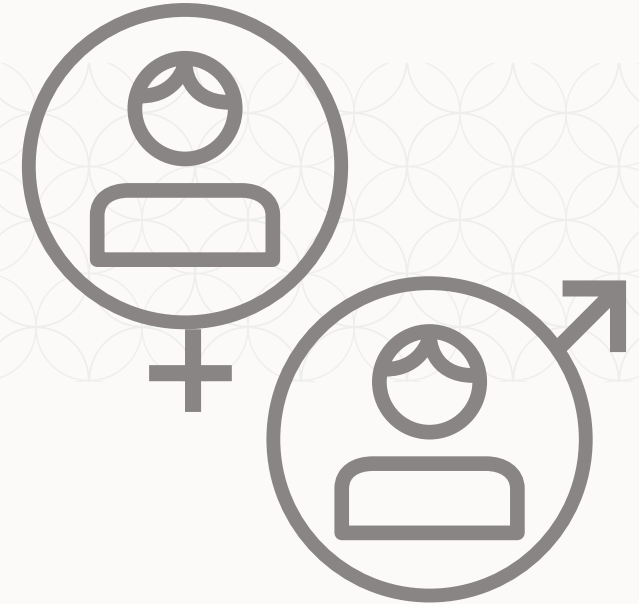




GENDER PAY GAP REPORT 2023





“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 ensure that our workplaces are where people can be themselves and fulfil their potential.

Equality, diversity and inclusion (ED&I) in our workforce benefits Redrow by enhancing creativity, innovation, productivity and connection to customers. Our expectations are outlined in our policies on ED&I and recruitment and selection. Every division has its own ED&I senior sponsor and lead representative, with more than 85 ED&I representatives driving progress internally. We are very proud that 92% of our employees are clear about their role in supporting ED&I within the business.

In light of national skills shortages during the last year, our role as an employer and trainer has become even more important. We’ve invested further in apprenticeships, work placements, graduate programmes and university partnerships. We continue to place a high emphasis on bringing new entrants into the sector, with 15.9% (FY23) of our workforce on structured training programmes and we have ensured that our sourcing and recruitment processes reach young women who may not have considered housebuilding as a career.

I am pleased to publish the 2023 gender pay gap report for Redrow Homes and confirm that the data is accurate.

Matthew Pratt
Group Chief Executive
March 2024

Our results

Redrow Gender Pay Gap Report 2023

Gender pay gap

Hourly pay

Mean: 9.1% | Median: -2.5%

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

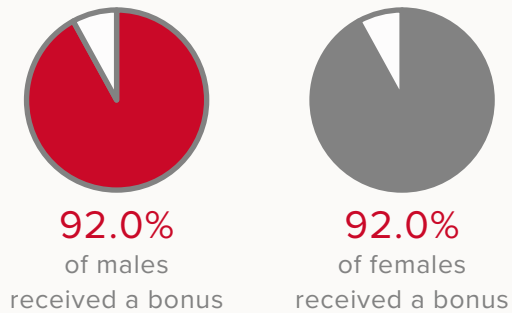
Mean: -56.6% | Median: -12.6%

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 2023

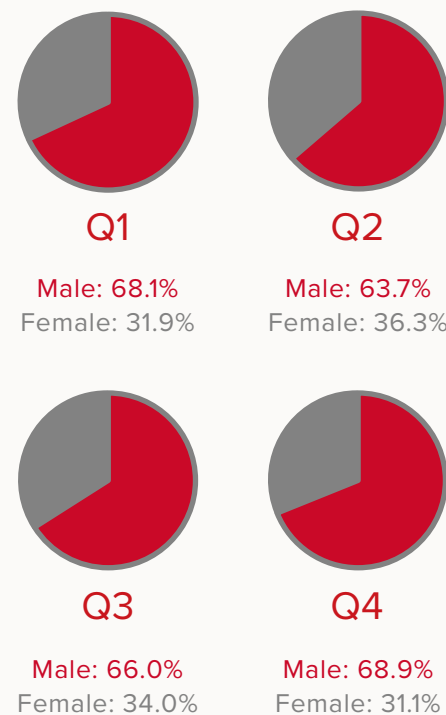
Proportion of males and females receiving a bonus:



The figures above display the proportion of males and females within the company who received 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 males and females in each pay quartile:



● 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 2023

Gender pay gap: **Mean: 9.1% | Median: -2.5%**

Industry-wide, the construction workforce currently has just 16% female representation and we are determined to play our part to help that figure to increase. In our bid to build a culture that is inclusive to all, we have published targets to increase the percentage of women within our senior management.

We continue to proactively target female talent through diverse university and graduate recruitment strategies. We also partner with HBF and Women into Construction on recruitment and development initiatives. Against our 2025 targets for 40% women recruited into graduate roles and 28% women in senior management by 2025, in FY23 we achieved 33.3% and 25.3% respectively.

For women working at Redrow, our six-month STAR programme provides opportunities to develop leadership skills, while the Redrow Women's Network, (relaunched as the Empower community), remains a popular forum for women to connect, share and grow – from trainee to senior executive level. The network offers peer-to-peer mentoring on a range of challenges faced by women in the workforce. We will continue to work with a view to grow these initiatives as well as maintain our school outreach activities to emphasise that the industry is inclusive for all.