

Gender Pay Gap 2019

Gentoo Group currently employs 1,089 staff, 637 (58%) of which are male and 452 (42%) are female.

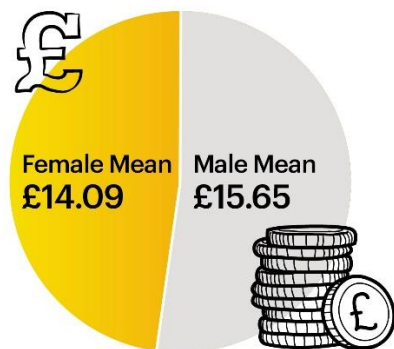
All organisations employing over 250 employees are required to publish their Gender Pay Gap (GPG) figures.

The GPG looks at the difference in the average pay of men and women in an organisation. This is different from Equal Pay which is where men and women are paid the same pay for the same work. Gentoo pays all employees who are performing the same role equally, regardless of gender or any other protected characteristic.

The information set out below is based on pay data within the Group as at 4 April 2019.

Mean and median GPG

At Gentoo, the mean (average) difference in pay was **10%** between men and women, which means the average salary (hourly rate) for men is **10%** higher than the average salary (hourly rate) for women.

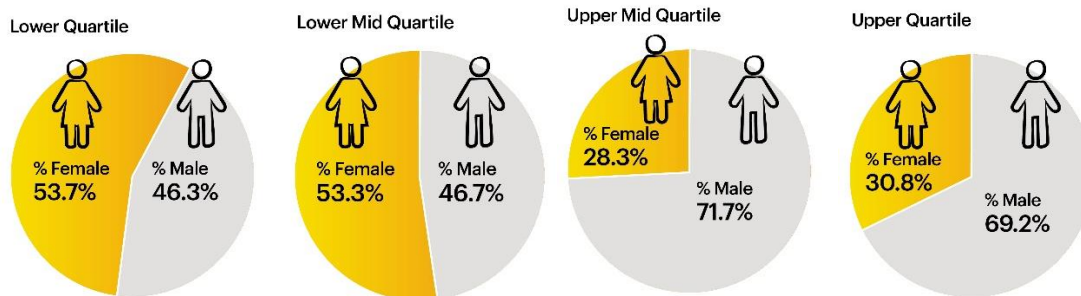


The median difference is **15.9%**. This is the percentage difference between the midpoint male hourly rate and female hourly rate.



Pay quartiles

The proportion of males and females within each pay quartile for the Group is shown in the charts below.



Bonuses at Gentoo

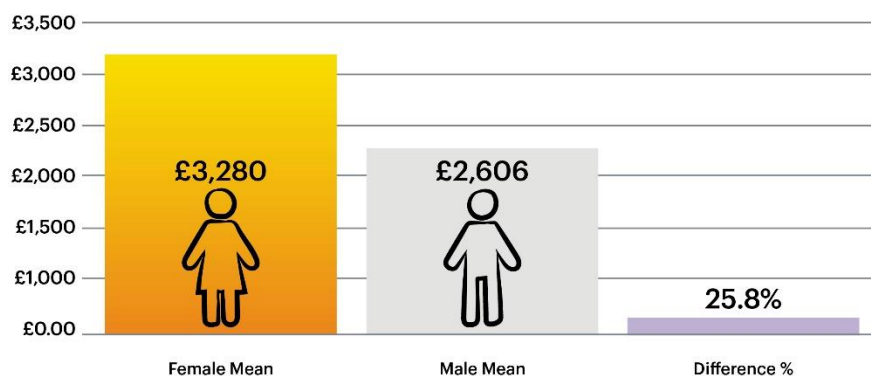
The only staff who received bonuses at Gentoo work within the sales function of Gentoo Homes. Overall, we had 10 employees that received a bonus:

- 3 male
- 7 female

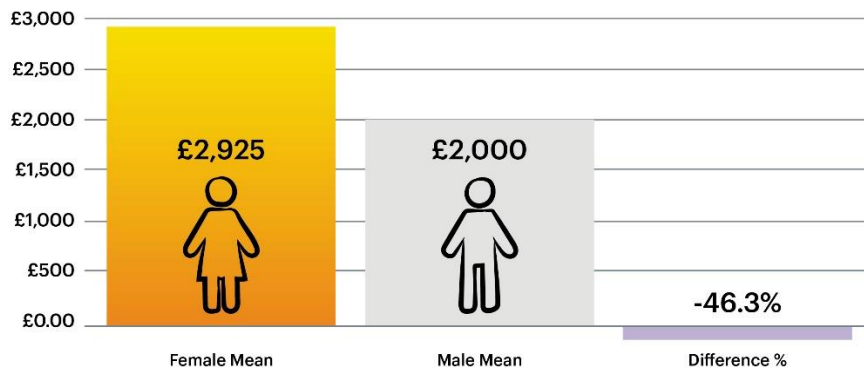
As a proportion of the workforce, 0.5% of the male workforce and 1.5% of the female workforce received a bonus.

The difference in mean bonus payments within the Group is 25.8%. The average male bonus payment was £2,606 compared to £3,280 for females.

Mean Bonus



Median Bonus



The median difference in bonus payments within the Group is -46.3%. The median male bonus payment was £2,000 compared to £2,925 for females.

Why is this?

There are a number of key reasons behind the Group's GPG data.

Firstly, we have a larger male (58%) workforce than female (42%) workforce. It is possible that even when you pay all employees equally that an organisation may have a GPG simply as a result of the gender split within the workforce.

This point is emphasised by the significantly higher proportion of males than females currently employed in the upper (69.2%) and upper mid quartiles (71.7%). The reduction in the mean GPG since 2017 can be primarily attributed to both the reduction of the percentage of males employed by the Group as well as the slight reduction of the proportion of males in the upper and mid quartiles.

The Group continues to have GPG in favour of male staff due to the higher proportion of males in the upper qualities. An example of roles which fall within the upper mid quartile are trade roles, which have a significantly high proportion of males than females.

Mitigating the GPG

We have put a number of initiatives in place to mitigate our gender pay gap, this includes:

- Talent management.
- Salary benchmarking.

- Review of our approach to recruitment for trade roles and senior positions to ensure we are able to attract greater female representation within these areas.
- Gender monitoring of a range of key people data such as recruitment, internal promotion and talent management initiatives.

Gentoo is committed to the principles of equality, diversity and inclusion and we will continue to monitor our GPG data closely.

The information provided is accurate and was calculated using the methods as set out in the gender pay gap reporting legislation.

A handwritten signature in black ink, appearing to be 'Nigel Wilson', with a long horizontal stroke extending to the right.

Nigel Wilson

Group Chief Executive