

## Gender Pay Gap 2020

Gentoo Group currently employs 1,089 staff, 628 (57.7%) of which are male and 461 (42.3%) 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 5 April 2020.

### Mean and Median

At Gentoo, the mean (average) difference in pay was 7.3% between men and women, which means the average salary (hourly rate) for men is 7.3% higher than the average salary (hourly rate) for women.



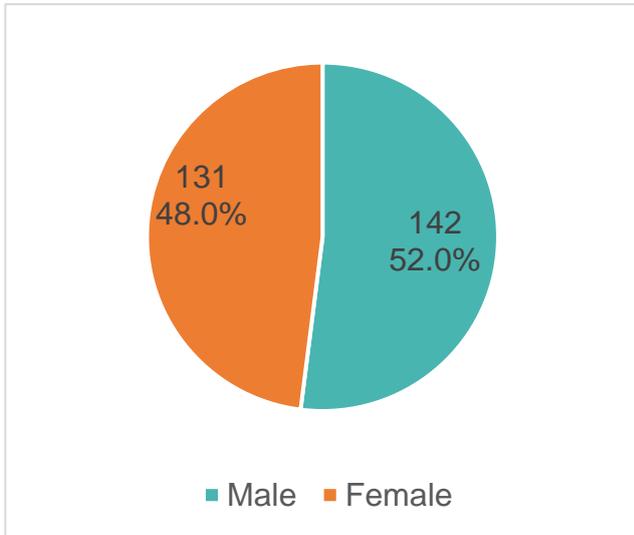
The median difference is 9.4%. This is the percentage difference between the midpoint male hourly rate and female hourly rate.



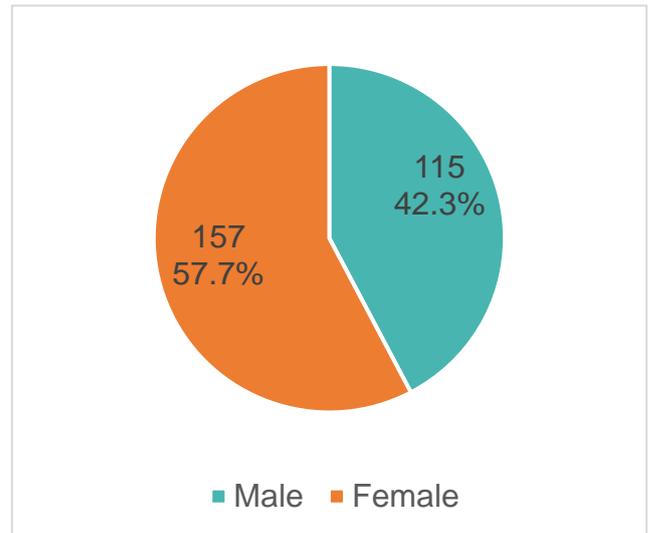
### Pay Quartiles

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

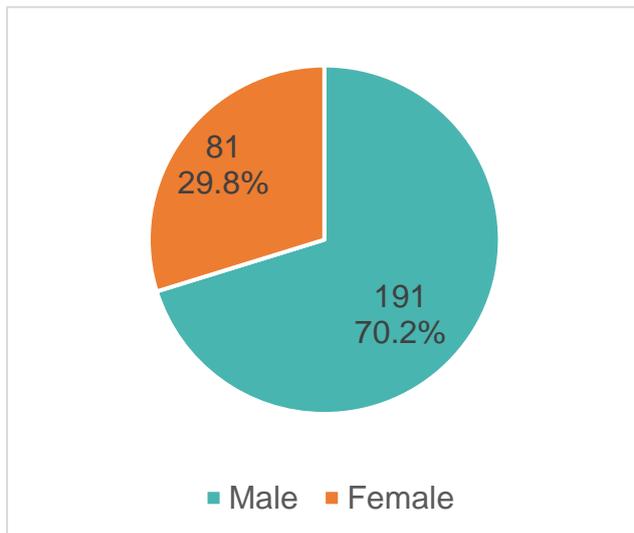
Lower Quartile



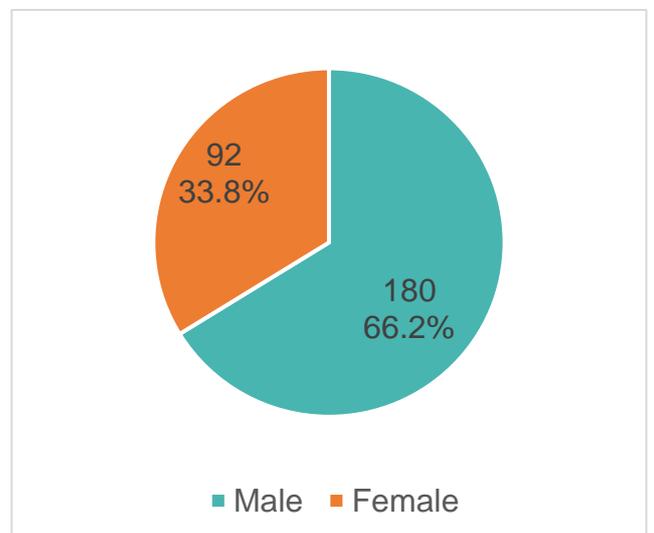
Lower Mid Quartile



Upper Mid Quartile



Upper Quartile



### **Bonuses at Gentoo**

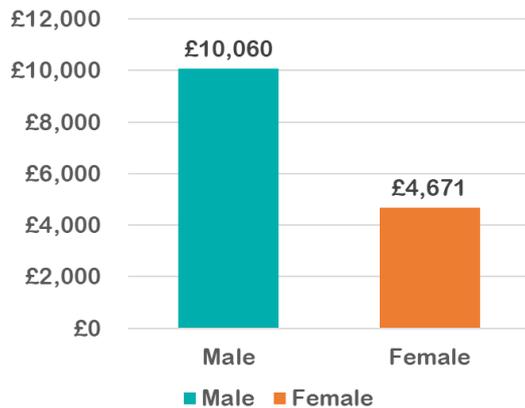
The only staff who received bonuses at Gentoo work within the sales function of Gentoo Homes. Overall, we had 10 employees that received a bonus:

- 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 53.6%. The average male bonus payment was £10,060 compared to £4,471 for females.

### Mean Difference



### Median Difference



The median difference in bonus payments within the Group is 54.4%. The median female bonus payment was £5,150 compared to £11,300 for males.

### Why is this?

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

Firstly, we have a larger male (57.7%) workforce than female (42.3%) 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 (66.2%), upper mid (70.2%) and lower quartiles (52.0%). We do have some roles within the upper mid and upper quartiles that have significantly higher proportion of male than female staff, and we continue to review our approach to recruitment in these areas in order to attract greater female representation.

There continues to be a slightly higher proportion of females in the lower mid (57.7%) quartile.

The data for bonus payments demonstrates a significant gap in favour of males, something that has been disproportionately impacted by one male in a senior management position. This role however is now staffed by a female.

### Mitigating the GPG

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

- Talent Management initiatives
- Review of our recruitment approach to 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.
- Interim checks of GPG data to ensure real time analysis and the implementation of further initiatives where applicable.

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 set out in the gender pay gap reporting legislation.

Nigel Wilson

Group Chief Executive

March 2021