

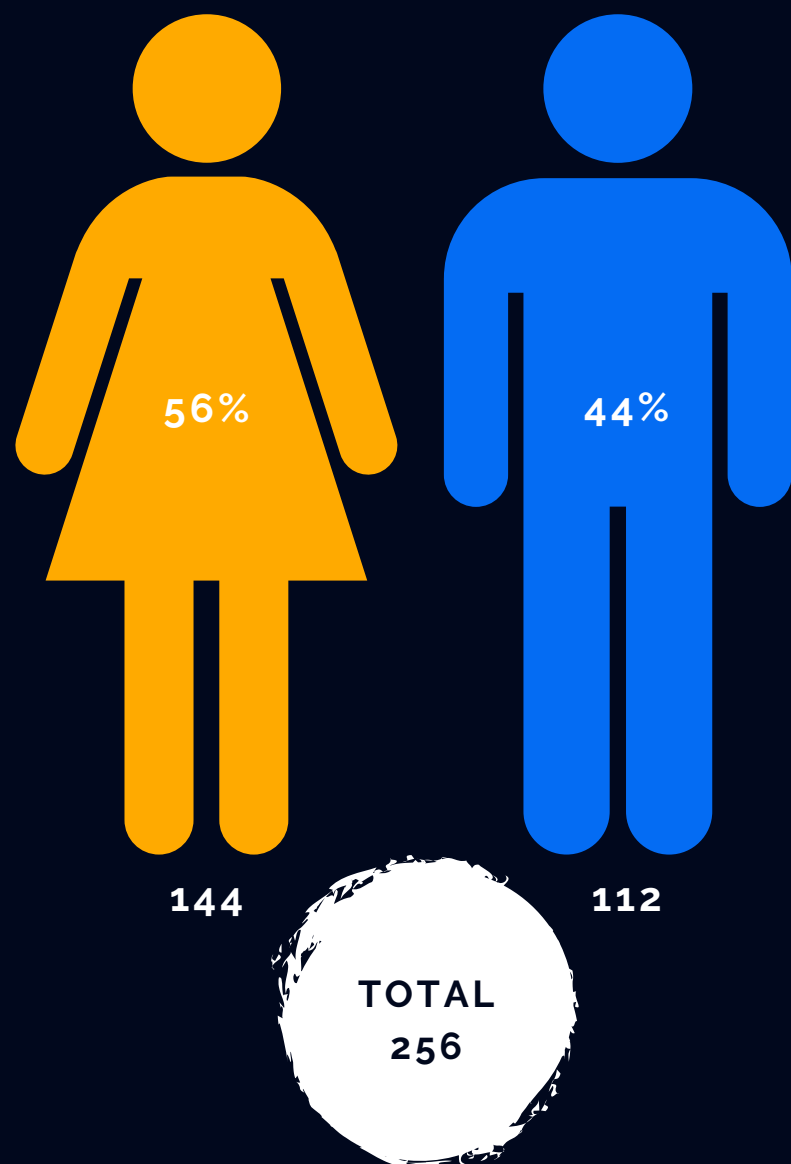
# Gender Pay Gap Report

2021 - 2022

**We are committed to ensuring we are an inclusive and diverse employer.**

This is Havebury's First Gender Pay Gap report. It provides a baseline for future analysis. It is based on data as at 5 April 2022. Employers with more than 250 staff are required by law to publish these figures annually.

What is Havebury's workforce gender balance included within this report?



### Gender Bonus Gap

2.3% of women in Havebury's workforce received a bonus.

0% of men in Havebury's workforce received a bonus.

What is the gender pay gap at Havebury?

The gender pay gap is the percentage difference between the average pay of men and women across the workforce.

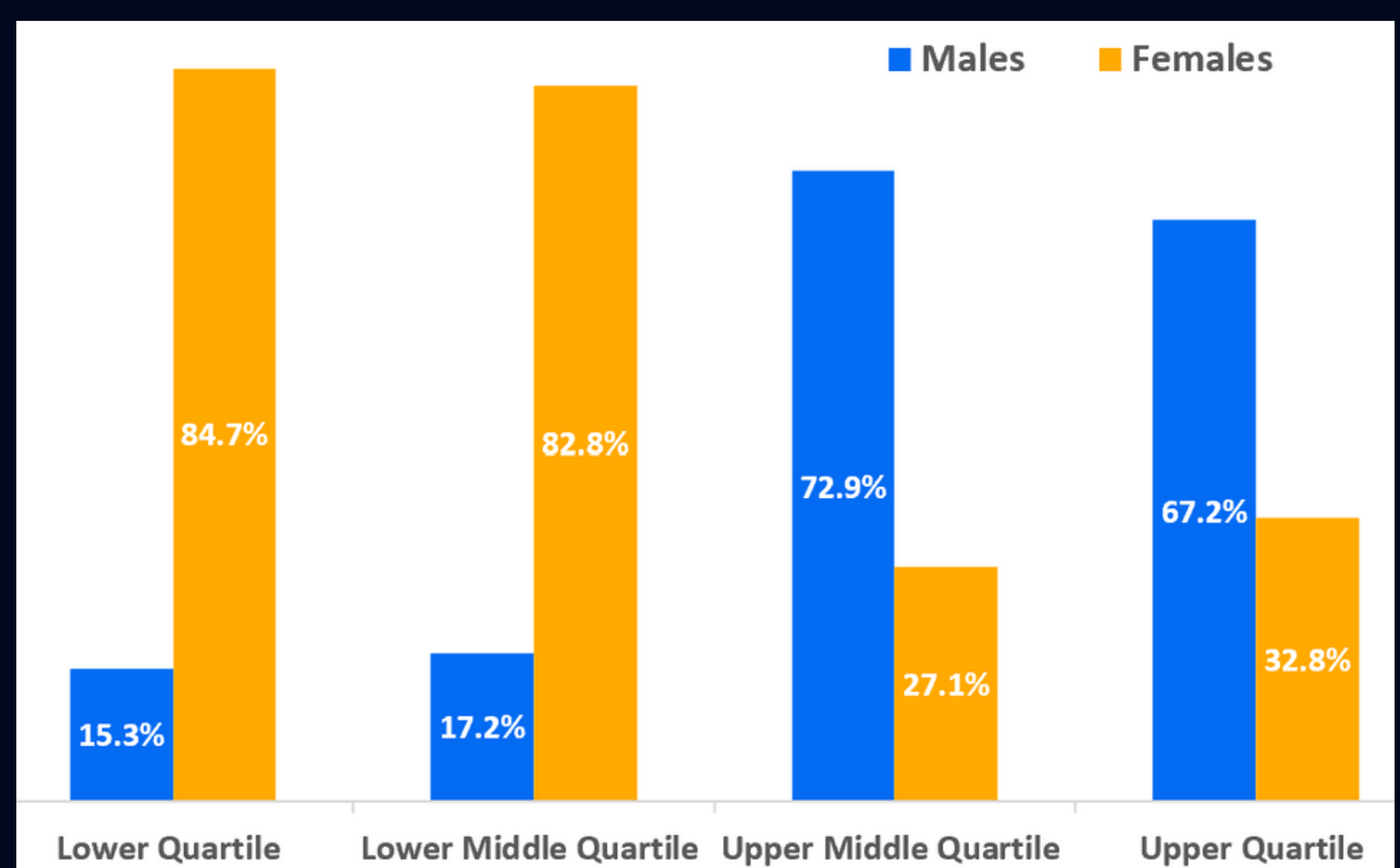


Median:  
Women earn 20.8% less than men in Havebury.



Mean:  
Women earn 24.8% less than men in Havebury.

Proportion of men and women in each pay quartile



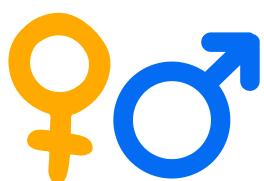
### Why the difference?



Women are under represented in our Upper Middle Quartile and Upper Quartile, however 45% of the senior leadership at Havebury is made up of women. A higher number of males work in higher paid market roles such as ICT and Property.



Men are under represented in our Lower Quartile and Lower Middle Quartile which falls within our customer service and care roles. This is reflected further across the housing sector.



We have more men than women in our skilled technician roles, which account for 49% of the middle quartile salaries. This is representative of the sector within trade roles.

### How we're closing the pay gap...

- Continue to use gender neutral salary benchmarking within our job roles ensuring fairness and equality.
- Monitor the progress of both men and women within the organisation through our new competency framework.
- Utilise training and development solutions through our new LMS to reduce any skills gaps with individuals and roles regardless of gender.
- An inclusive High Potential talent programme inclusive to all.
- Delivery of unconscious bias training to further support gender neutral decision making in our hiring, promotion and succession planning activities.
- Further develop our partnerships with local schools to enable us to engage equally with men and women; providing men and women with equal access to our brand and career opportunities.