



GENDER PAY GAP REPORT 2021





“Valuing People” continues to be one of our key business principles. As part of our ambitious Redrow 2025 project to build the long term vision for Redrow, we will deliver enhancements to the work-life balance and the physical and mental wellbeing of our colleagues to ensure we offer a welcoming, inclusive workplace.

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 reach young women who may not have considered housebuilding as a career.

As part of Redrow 2025 we are creating agile work places across the business to enable our people to work from wherever they are most efficient and we will continue to prioritise the wellbeing of our colleagues.

I am pleased to publish the 2021 gender pay gap report for Redrow Homes and confirm that the data is accurate.

Matthew Pratt

Group Chief Executive
March 2022

Our results

Redrow Gender Pay Gap Report 2021

Gender pay gap

Hourly pay

Mean: 5.9% | Median: 3.0%

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

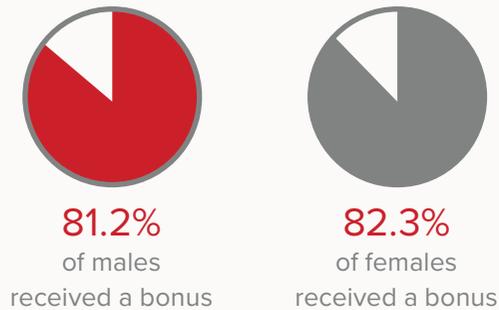
Mean: -150.7% | Median: -5.3%

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

Our results

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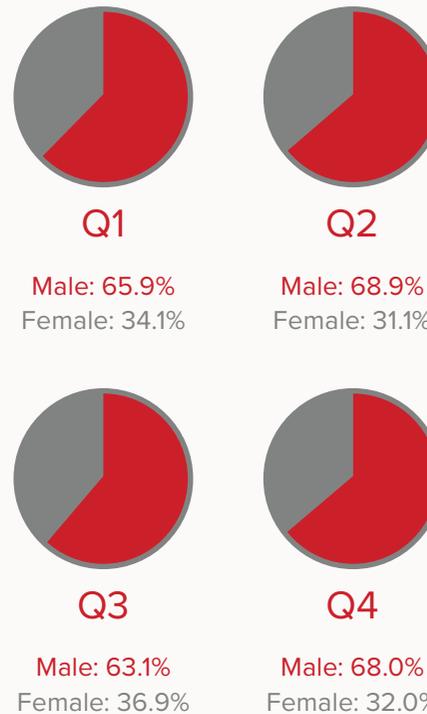
Proportion of male and females receiving a bonus:



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:



● 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).

Summary

Redrow Gender Pay Gap Report 2021

Gender pay gap : **Mean: 5.9%** | **Median: 3.0%**

We continued to work virtually with schools and colleges over the last two years and our network of over 100 ambassadors, 44% of whom are female, are now returning to careers events and also to provide talks, careers guidance and interview practice. All of our trainees are offered the opportunity to work as Redrow ambassadors and our young female trainees are able to act as role models and promote homebuilding as an attractive sector for young women and girls.

We have revamped all our resourcing and recruitment activities to ensure that we provide a welcoming and inclusive environment that encourages diverse applications. We set targets for our new entrant intakes to focus on the importance of diversity, including gender.

We continue to embed our EDI policies into the business. We have employee led groups, including a Women's Network that provide support for colleagues and also suggestions as to how we can improve.

We have made a public commitment to flexible working wherever the role allows and we are creating agile and collaborative work spaces to support colleagues to be able to work from an office, a site or home to allow greater efficiency and flexibility.

All employees have received training on Equality, Diversity and Inclusion which encompasses our policies and procedures but also incorporates real life scenarios to reinforce the impact our behaviour and language can have. This is now a mandatory requirement for all new recruits.

We continue to monitor the progression of women into senior roles and have initiatives in place to support an increase in this including the Women's Network, mentoring programmes and a series of seminars to support employees and their families.