



Gender Pay Gap Report

2018

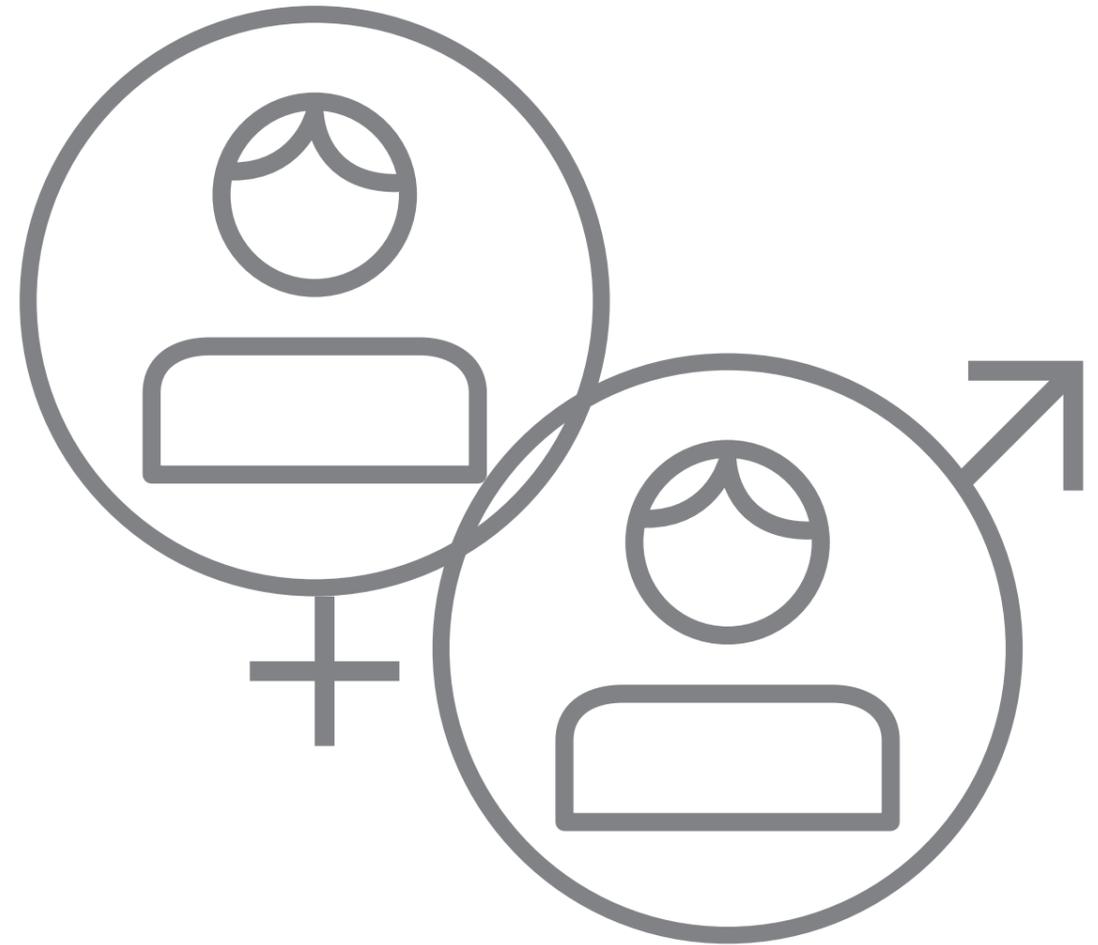
Redrow Homes Ltd

At Redrow we strive to recruit and retain a diverse workforce to ensure we have the supply of skills the business needs for the future.

We continue to invest heavily in new entrant training programmes with recruitment made through an objective skills based assessment process.

We recognise that construction is a male dominated sector and play our part through engaging with schools and higher and further education colleges to ensure young women are aware of the great opportunities open to them in housebuilding.

I am pleased to publish the 2018 gender pay gap report for Redrow Homes Limited and confirm that the data is accurate.

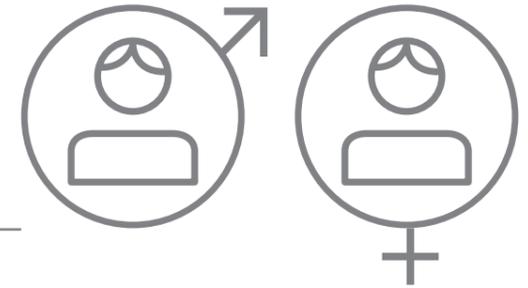


A handwritten signature in black ink, appearing to read 'John Tutte'.

John Tutte
Group Chief Executive
March 2019

Our Results:

Redrow Gender Pay Gap Report 2018



Gender pay gap (hourly pay)

Hourly pay gap	Mean: 4.2%
	Median: -0.8%

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)

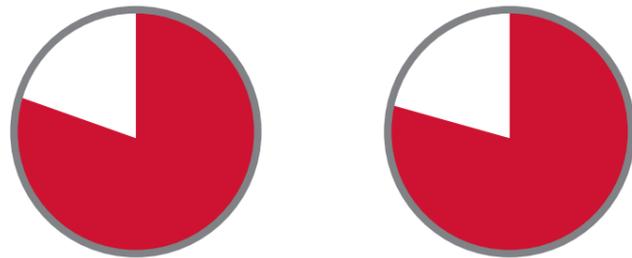
Bonus pay gap	Mean: -22.6%
	Median: -35%

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

Our Results 2018:

Redrow Gender Pay Gap Report 2018

Proportion of male and females receiving a bonus



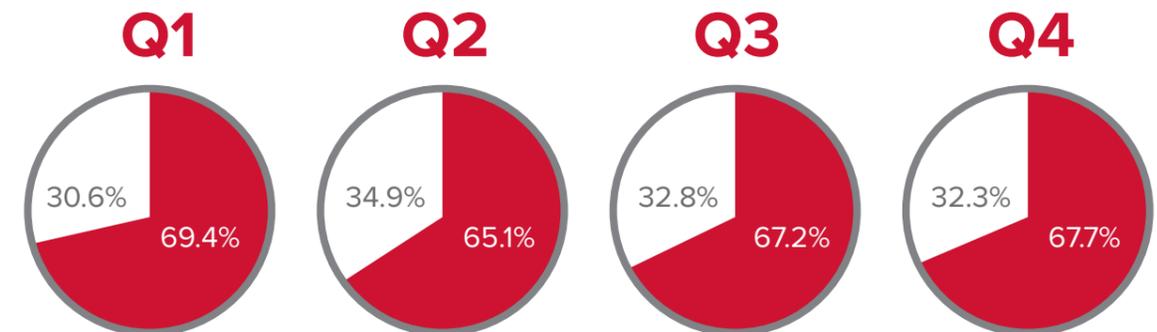
Male 85.9% Female 83.7%

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.

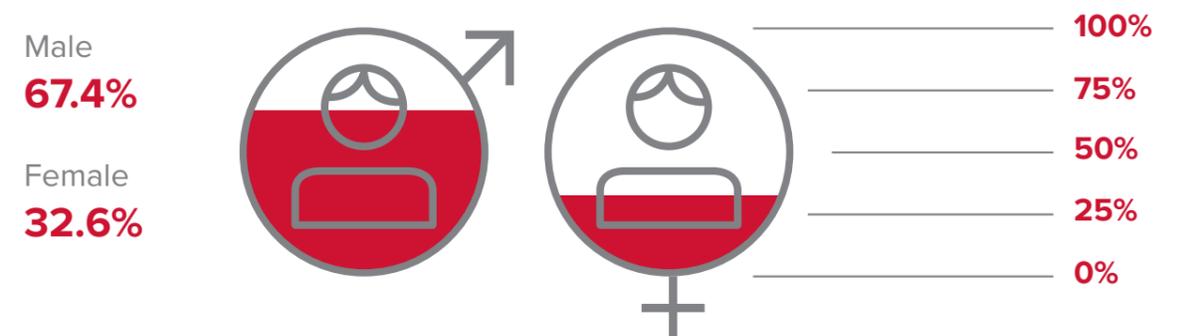
Proportion of males and females in each pay quartile

● % Male ○ % Female



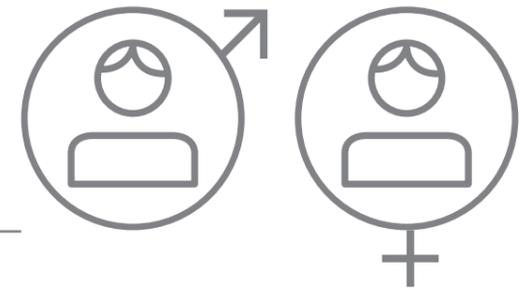
In order for us to understand how the gender balance impacts pay, we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from highest to lowest and then grouped into 4 equal quartiles (Q1 being the upper quartile and Q4 being the lower quartile). The pay quartile analysis shows that our proportion of men and women in each is remarkably consistent.

Gender split within Redrow



Summary:

Redrow Gender Pay Gap Report 2018



Mean gender pay gap : 4.2%

We realise that early engagement is essential to ensure girls coming through schools consider construction as a career path. We have consolidated our outreach activities into the Redrow Educational Partnership, which offers resources, support and work experience to primary and secondary schools. The activities specifically target gender stereotypes and highlight the wide spectrum of professional, technical and trade skills available in housebuilding.

Our next challenge is to ensure that more women progress through to senior roles in the business. We have introduced a mentoring scheme to ensure all female trainees have the

Median gender pay gap : -0.8%

benefit of a mentor once they have completed their initial programme. We will monitor the success of this over the next year with a view to extending to more employees.

On a practical note, we introduced enhanced parental leave benefits in 2018.

2019 has seen the creation of the first Redrow Women's Network. In addition to the support they will benefit from, this network will also provide valuable feedback for the business on the challenges women face on their career path and we look forward to acting on their suggestions over the next year.