



GENDER PAY GAP REPORT 2019



At Redrow we continue to work hard to attract, develop and retain a diverse workforce to enable our sustained success.

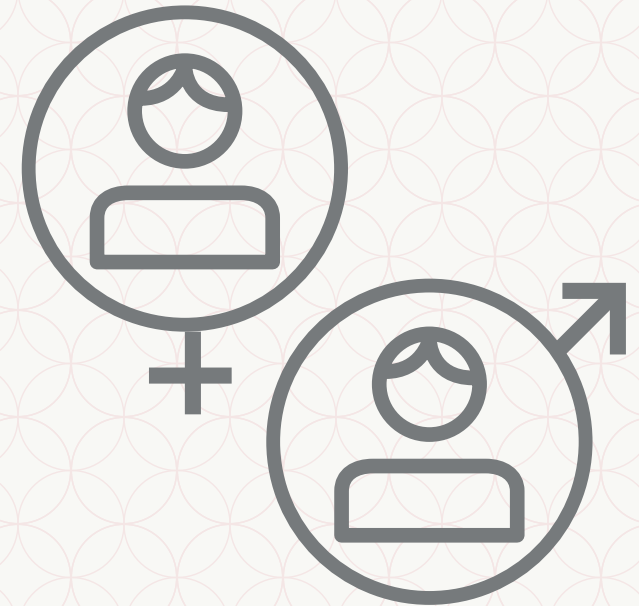
We have maintained our record of having 15% of our workforce on recognised training schemes and focus our recruitment activities to encourage young females to consider roles in housebuilding that have traditionally been male dominated.

Our Women's Network continues to have an impact and we have continued to develop more family friendly policies with a move to more flexible hours of work.

I am pleased to publish the 2019 gender pay gap report for Redrow Homes and confirm that the data is accurate.



John Tutte
Group Non-Executive Chairman
March 2020



Our results

Redrow Gender Pay Gap Report 2019

Gender pay gap

Hourly pay

Mean: 6.1% | Median: 2.7%

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: -18.4% | Median: -9.6%

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

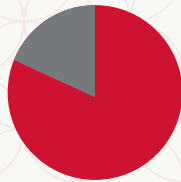
Our results

Redrow Gender Pay Gap Report 2019

Proportion of male and females receiving a bonus:



89.1%
of males
received a
bonus

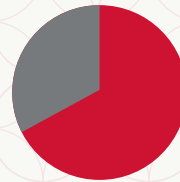


84.9%
of females
received a
bonus

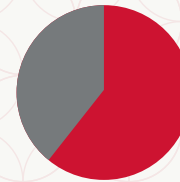
The figures above display the proportion of males and females within the company who receive a bonus.

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:



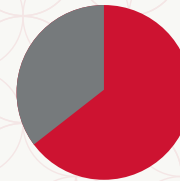
Q1
Male: 71.8%
Female: 28.2%



Q2
Male: 63.2%
Female: 36.8%



Q3
Male: 63.4%
Female: 36.6%



Q4
Male: 68.9%
Female: 31.1%

Gender split within Redrow:



% split
Male: 66.8%
Female: 33.2%

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.

Summary

Redrow Gender Pay Gap Report 2019

Mean gender pay gap : 6.1%

Median gender pay gap : 2.7%

We continue to work with schools and colleges to ensure young women and their parents have the information they need to consider a career in housebuilding. We have trained a cohort of over 100 educational ambassadors to offer training and careers advice to school and college students with 50% female representation.

Following feedback received from our Women's Network (set up in 2019 as noted in last year's report) we have introduced flexible start and finish times in all our offices. This has been well received by the whole workforce, especially with women who still have a higher level of caring responsibilities.

Our mentoring scheme for female trainees has been extended and is now offered to all females in the business and we will monitor the impact on both retention and progression.