



Gender Pay Gap Report

2017

Redrow Homes Ltd

At Redrow Homes we recognise that supporting diversity is a key way to achieve a strong and effective workforce.

We constantly strive to promote diversity and particularly focus on attracting female new entrants into construction and technical roles that are currently male dominated.

We are pleased to note that our headline mean gender pay gap at 3.2% is significantly less than the current UK average of 18.1%.

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

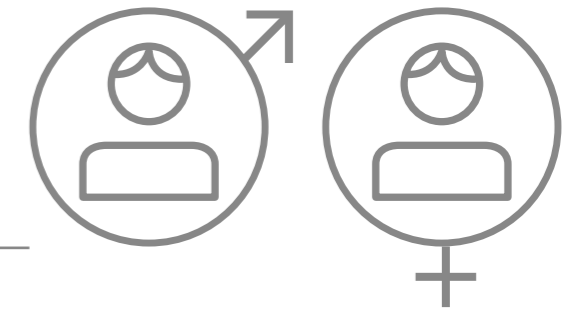


John Tutte
Group Chief Executive
March 2018



Our Results:

Redrow Gender Pay Gap Report 2017



Gender pay gap (hourly pay)

Hourly pay gap	Mean: 3.2%
	Median: 5.2%

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)

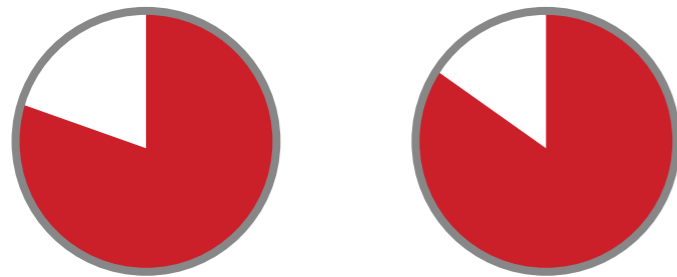
Bonus pay gap	Mean: -33.4%
	Median: -30.8%

The figures above display the difference between the mean and median bonus payments for male and female employees. Whilst every employee receives a bonus payment we have a mean gender bonus pay gap of -33.4% and a median gender bonus pay gap of -30.8%. This is because nearly a third of our female population consists of sales staff who receive regular significant commission payments whereas conversely we have a high number of male staff, primarily trade apprentices, who receive limited bonus payments.

Our Results 2017:

Redrow Gender Pay Gap Report 2017

Proportion of male and females receiving a bonus



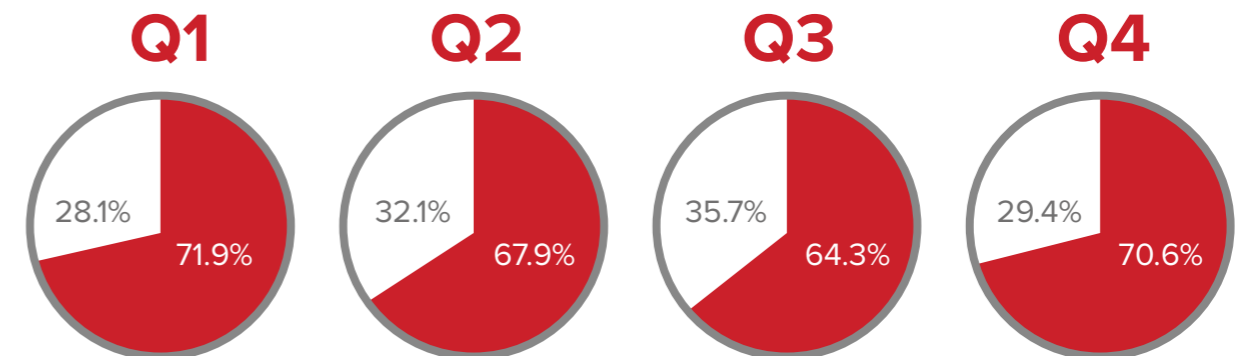
Male 79.31% **Female 83.79%**

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.

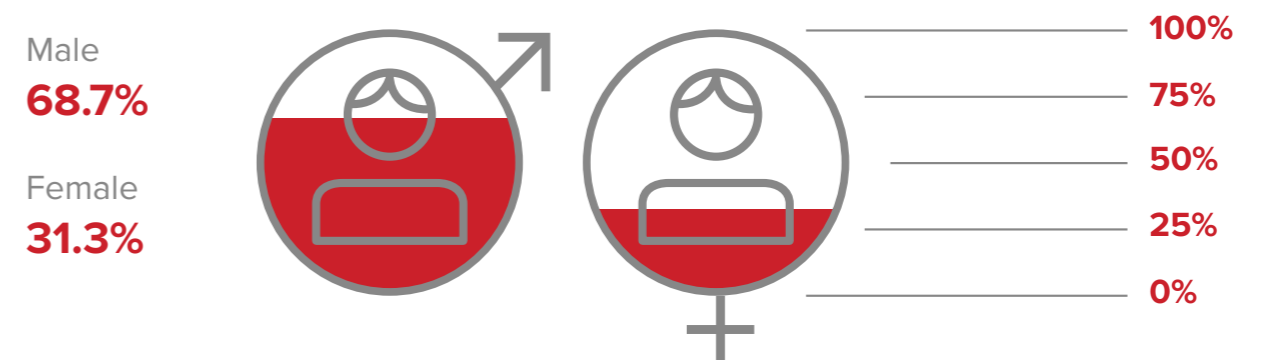
Proportion of males and females in each pay quartile

● % Male ○ % Female



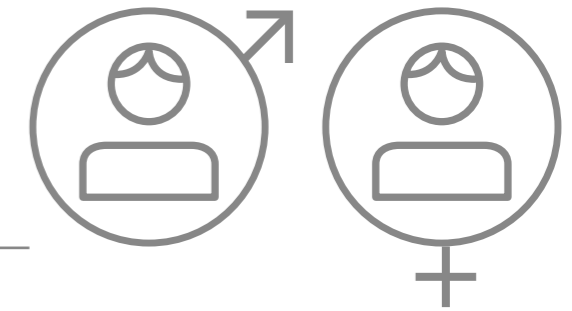
In order for us to understand how the gender balance impacts pay, we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from highest to lowest and then grouped into 4 equal quartiles (Q1 being the upper quartile and Q4 being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

Gender split within Redrow



In summary:

Redrow Gender Pay Gap Report 2017



We are pleased to note that our headline mean gender pay gap at 3.2% is significantly less than the current UK average of 18.1%

Whilst we are pleased to note our gender pay gap is significantly less than the UK average, we recognise that we work in a sector where women are under-represented.

We focus considerable effort on attracting new entrants into the business through a range of training programmes and we continually explore ways to recruit a more diverse workforce.

For example, we have had success recently in our graduate intake by widening our focus from sector relevant degrees to all degrees and 33.8% of our current graduates are now female.

We are also pleased to have achieved a 41% female intake into our 2017 graduate management programme, clearly demonstrating an upward trend.

Over the next year we plan to introduce a mentoring scheme for our female trainees to make the most of the excellent role models we have within the business and to facilitate promoting more women into senior positions.