

ARUN ESTATES GENDER PAY GAP REPORT FOR 2023 (PUBLISHED IN FEBRUARY 2024)



As a business we recognise that our success is only achieved through valuing our customers and our people.

For all our sales colleagues, whether they are working in residential sales, lettings or financial services commission income forms on average 39% of total pay and each of the steps of our career pathways have a defined and transparent salary banding appropriate to job role and seniority.

Our commission and bonus payments are defined and paid based on results achieved, plus it's important to understand that as 47.3% of our female workforce worked part time in this reporting snapshot, their ability to generate commission income is reflective of the proportion of the working week worked. This compares to just 8.1% of our male workforce choosing to work part time.

In addition, our support departments and administrative teams have a larger proportion of female workers, whose preference is not to work in our commissioned sales environment therefore they are remunerated accordingly. They don't earn bonus pay, other than our own internal reward currency, which represents only a small percentage of their pay.

Promoting from within is key to our success and we will always make every attempt to find a workable solution to every flexible working request we receive, as we understand the value of retaining our workforce when they may choose to adjust their working week to accommodate family responsibilities.

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in average pay of men and women within an organisation regardless of the job they do, or the area of the organisation they work in.

This is different from equal pay, which directly compares the pay for a woman doing the same or equivalent role.

SUMMARY OF RESULTS:

Mean gender pay
gap in hourly pay is

33.82%

Median gender pay
gap in hourly pay is

32.09%

PAY QUARTILES SUMMARY:

66.23%

Male



33.77%

Female

53.51%

Male



46.49%

Female

22.37%

Male

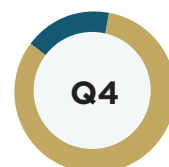


77.63%

Female

20.26%

Male



79.74%

Female

BONUS SUMMARY:

Proportion of employees with
bonus pay:



Female

70.72%



Male

87.28%

Mean bonus gap is

57.32%

Median bonus gap is

59%

I confirm the information within this report is accurate.

Aldo Sotgiu

Group Managing Director