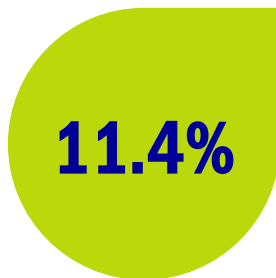




GENDER PAY GAP REPORT 2018

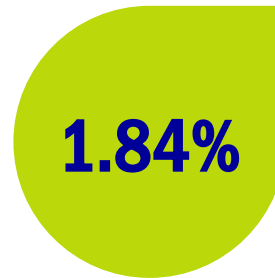


Our **MEAN** gender pay gap is



Men earn a salary, on average, 11.4% higher than women. This compares to 11% in 2017.

Our **MEDIAN** gender pay gap is



Taking the middle salary, men earn 1.84% more than women do. In 2017 it was 7.1%

Bonus Pay



4.9%

of men receive a bonus

This compares to 39.1% in 2017



0.31%

of women receive a bonus

This compares to 0.6% in 2017

Our **MEAN** difference in bonus payments between



and



-147.73%

It was -330.9% in 2017

Our **MEDIAN** difference of bonus payments between



and

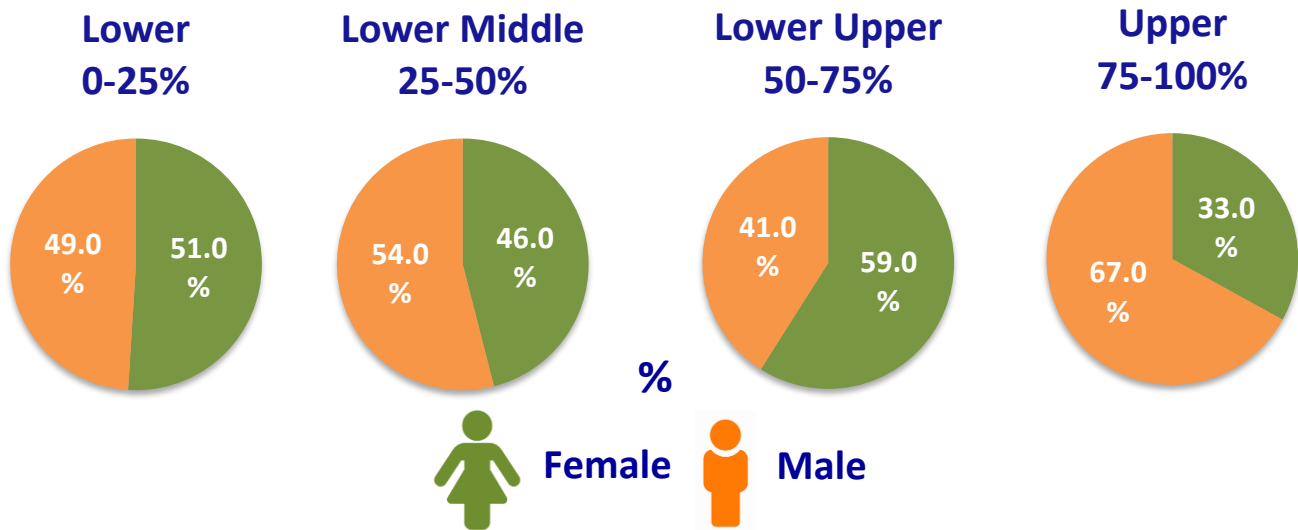


-180.81%

It was -550% in 2017

The bonus scheme has now been removed, with final payments made in April 2017.

Quartile Pay Bands



How do we compare?

	Fortis LIVING	YORKSHIRE HOUSING	aspire housing	VIVID
Mean	11.4%	6.7%	2.6%	10.9%
Median	1.84%	13.8%	12.4%	8.3%

What are we doing to address our gender pay gap?

- Our gender pay gap compares favourably with the whole UK economy. Across our Group we are committed to doing everything we can to reduce the gap. However, we recognise our scope to act is limited in some areas - for example, we have no direct control over the subjects that individuals choose to study or the career choices that they make.
- However, we will continue to promote initiatives such as Women in Construction within the Property Care business and a review of recruitment practices will ensure that we are not indirectly attracting specific genders for certain roles.
- Together with all members of our Housing Group, we continue to be committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we carry out pay and benefits audits at regular intervals; and evaluate job roles and pay grades as necessary to ensure a fair structure.
- Across the Group we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women choose to work and the salaries that these roles attract.

Guy Weston, Fortis Living Chief Executive