

Bovis Homes Group PLC

gender pay gap report 2017



Introduction

This is the first report for Bovis Homes based on the UK's new Gender Pay Gap reporting requirements. We acknowledge the existence of a Gender Pay Gap within the Group and see the publication of this report as an integral step in having more meaningful conversations with our employees about equality, diversity and inclusion.

We intend to focus on raising the business consciousness of diversity and inclusion, to ensure that we maximise opportunities for all of our employees to reach their full potential with Bovis Homes.

Gender pay gap reporting

This report has been prepared in accordance with the Gender Pay Gap regulations. As at the "Snapshot Date" of 5th April 2017, we had a headcount of 1,279 employees.

Under the Regulations, we are required to report on:-

Our mean gender pay gap

i.e. the average pay of all men in the Group was **24.18%** higher than the average pay of all women in the Group

24.18%

Our median gender pay gap

i.e. the average (value in the middle) pay of men in the Group was **26.36%** higher than the average (value in the middle) pay of women in the Group

26.36%

Our mean bonus gender pay gap

i.e. the average bonus of all men in the Group was **20.23%** higher than the average bonus of all women in the Group

20.23%

Our median bonus gender pay gap

i.e. the average (value in the middle) bonus paid to men was **43.07%** higher than the average (value in the middle) bonus paid to women

43.07%

The proportion of men receiving a bonus payment

i.e. **80.35%** of men in the Group were paid a bonus

80.35%

The proportion of women receiving a bonus payment

i.e. **81.28%** of women in the Group were paid a bonus

81.28%

Explaining our gender pay gap

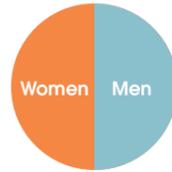
Bovis Homes operates in the housebuilding sector. As recognised by ACAS in their document, "Managing Gender Pay Gap Reporting", the gap tends to be higher in organisations that operate in construction. We have an employee base that is predominantly male and this is more pronounced at senior levels (with higher salaries) within the

business. The necessity to research and report in accordance with the regulations has raised a wider awareness across the business of the importance of gender equality specifically, and diversity and inclusion more generally. This awareness will inform the actions Bovis Homes is taking to tackle the gender pay gap challenge.

http://www.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf

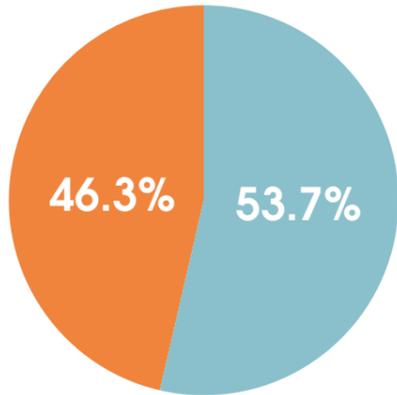
Quartile bands

The quartile bands are **3 pools of 314 employees** and **1 pool of 315 employees** - in total comprising all relevant employees, for the purposes of calculation as at the snapshot date of **5th April 2017**.



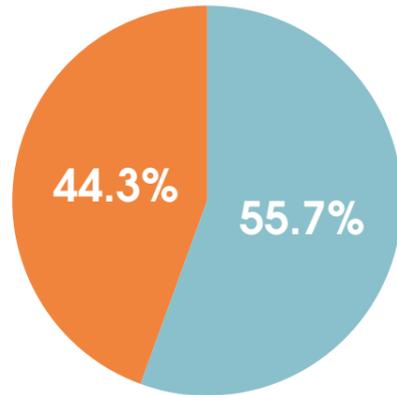
Band A Lowest paid employees

Average salary
£18,926



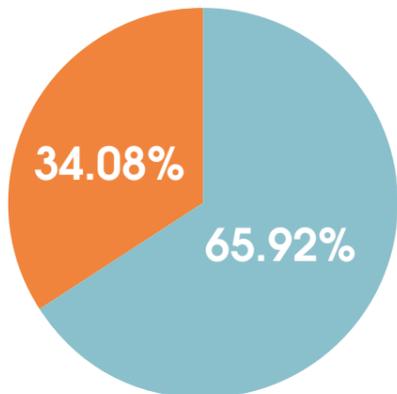
Band B

Average salary
£27,809



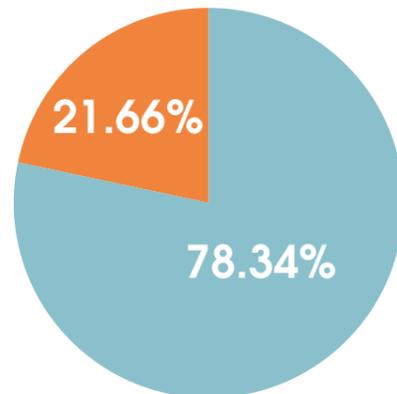
Band C

Average salary
£37,716



Band D Highest paid employees

Average salary
£67,902



Responding to our gender pay gap

Steps are being taken across the business that will improve awareness of issues of diversity generally. We do not believe that reporting on our Gender Pay Gap should be about ticking a box and we have been focussing on key areas such as ensuring that the right person is appointed to a role

regardless of gender and aiming to ensure that we have equal pay for men and women. The steps we have already taken will not have an immediate impact but we believe that they will have a positive effect over the longer term.

Conclusion

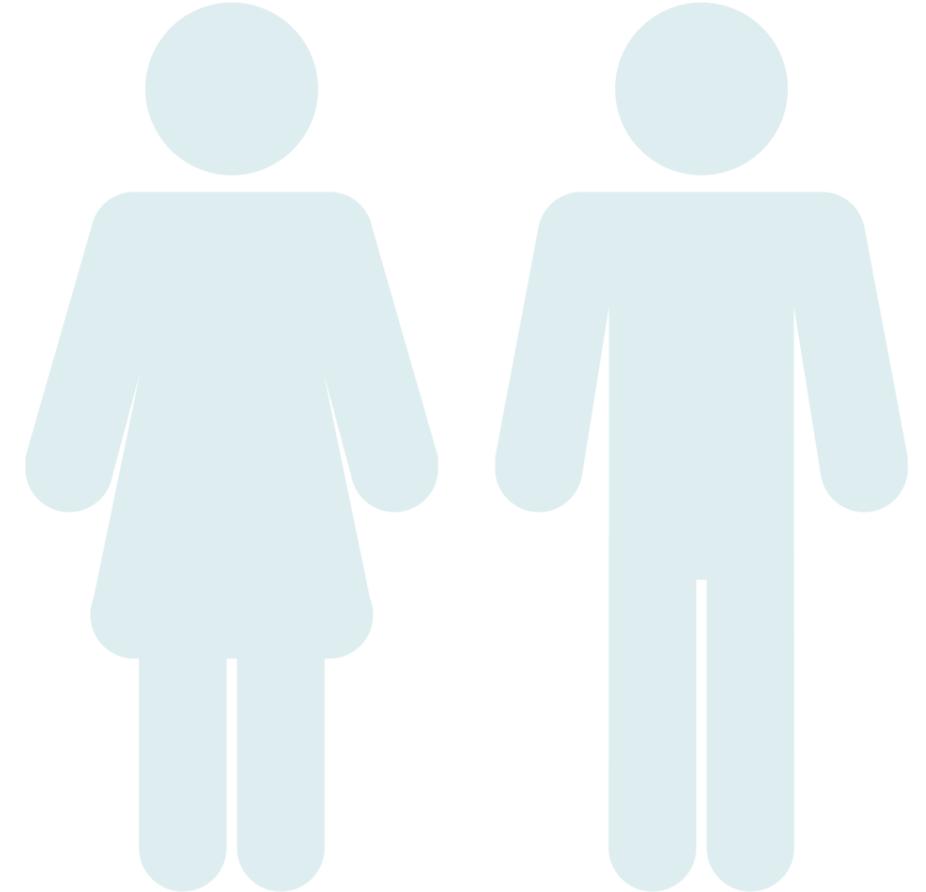
Bovis Homes acknowledges its Gender Pay Gap, as shown in this report. The greater awareness of diversity and inclusivity prompted by the reporting regime will support longer term improvement in this area.

Separately, in relation to Equal Pay we are confident that all our employees performing equal work receive equal reward. We undertake an annual equal pay audit and we can find no systemic pay bias for equivalent roles and performance.

Declaration

I confirm that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Greg Fitzgerald
Chief Executive
Bovis Homes Group PLC





bovishomes.co.uk

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