

## Gender pay gap report 2021

### Introduction

Welcome to the second Vistry Group Gender Pay Gap report. The direct comparison of the 2020 and 2021 Gender Pay Gap report has been impacted by salary reductions taken in 2020, particularly those taken at executive leadership team level. Additionally, a smaller proportion of individuals received a bonus in the 2020 reporting period as a result of the merger and payments being made separately by the outgoing entity.

However, despite this, and as a result of actions we have taken across the group, which include improving the gender diversity in senior roles, we are encouraged to see that the mean gender pay gap has continued to close in April 2021 (2020: 20.6%). We are also able to report a significant increase in females within the upper quartile pay band.

### What is gender pay gap

Gender Pay Gap legislation, requires an employer with 250 employees to report their gender pay gap analysis on an annual basis using the following metrics:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus pay gap
- Median bonus pay gap
- Proportion of men and women in each pay quartile

The gender pay gap is defined as the difference in average earnings (mean and median) between men and women, regardless of the seniority of their role. Unlike equal pay, which refers to paying men and women the same amount for the same or similar work, the gender pay gap is the difference in average pay between men and women in an organisation.

### Gender pay gap reporting

<p><b>Our Gender pay gap reporting</b></p> <p>At the "Snapshot Date" of 5th April 2021, we had a headcount of <b>3,023</b> 'relevant' employees. <b>2948</b> employees were classified as full-pay' relevant and were used in the reporting.</p>	<b>3,023</b>
<p><b>Our mean gender pay gap</b></p> <p>The mean average pay of all men in the group was <b>19.4%</b> higher than the mean average pay of all women in the group.</p>	<b>19.4%</b> (2020: 20.6%)
<p><b>Our median gender pay gap</b></p> <p>The median pay of all men in the Group was <b>28.7%</b> higher than the median pay of all women in the Group.</p>	<b>28.7%</b> (2020: 26.2%)
<p><b>Our mean bonus gender pay gap</b></p> <p><b>-8.4%</b>, meaning the mean average bonus of all women in the Group was <b>8.4%</b> higher than the mean average bonus of all men in the Group.</p>	<b>-8.4%</b> (2020: 30.8%)
<p><b>Our median bonus gender pay gap</b></p> <p>The median bonus pay of all men in the Group was <b>28.7%</b> higher than the median bonus pay of women in the Group.</p>	<b>28.7%</b> (2020: 36.2%)
<p><b>The proportion of men receiving a bonus payment</b></p> <p><b>92.1%</b> of men in the Group were paid a bonus.</p>	<b>92.1%</b> (2020: 57.3%)
<p><b>The proportion of women receiving a bonus payment</b></p> <p><b>93%</b> of women in the Group were paid a bonus.</p>	<b>93%</b> (2020: 53.5%)

## Explaining our gender pay gap

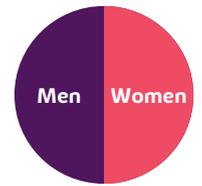
Vistry, along with many companies in the construction sector employ a larger proportion of men, and this proportion has historically increased through the pay quartiles.

We are however pleased to note an improvement in the balance of males v females in the upper quartile. We are also starting to see more females in site based roles which traditionally attracted males.

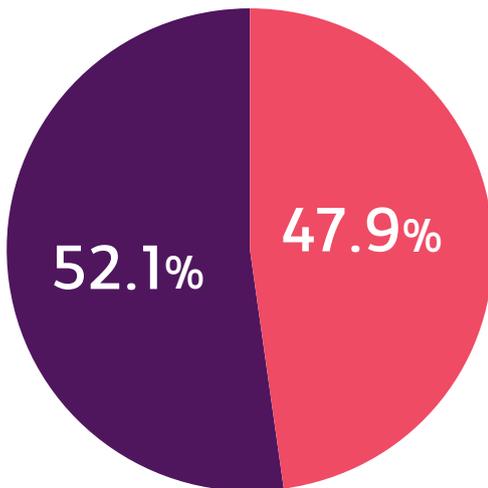
We acknowledge the existence of a gender pay gap and continue to actively improve it. We have implemented a consistent approach to the application of bonus awards, sales commission and travel allowance which has smoothed the impact of these pay elements on the gender pay gap. Additionally, individuals who joined the organisation as a result of the merger didn't receive a 2020 bonus until after the reporting period. The COVID-19 pandemic also impacted bonus payments made in 2021. Whilst we were pleased to have been able to award a proportion of the bonus to all employees despite difficulties, the bonuses awarded were lower than we would expect in a normal year

## Pay quartiles by gender

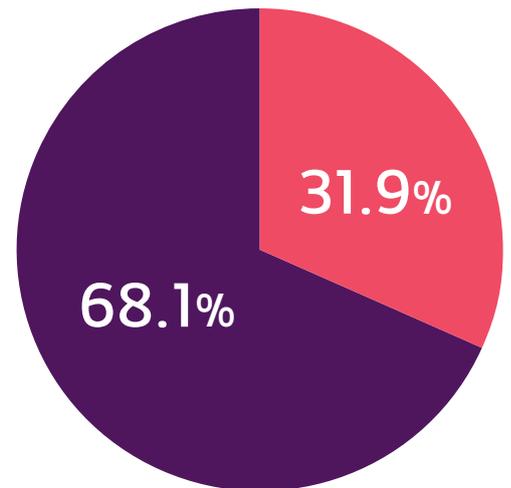
The proportion of male and female employees are split into quartile bands based on their hourly pay rate. Band A includes the lowest-paid 25% employees (lowest quartile) and band D the highest-paid 25% (the upper quartile).



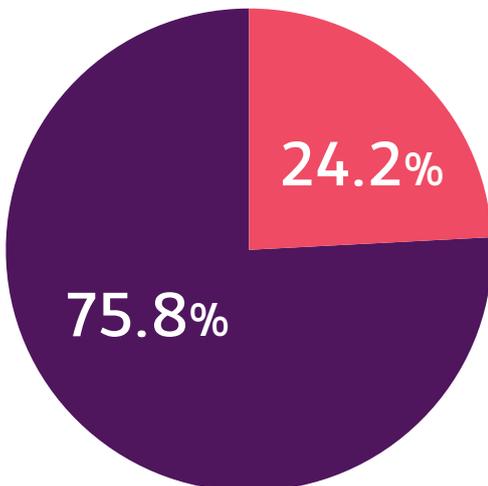
**Band A**  
Lowest paid employees



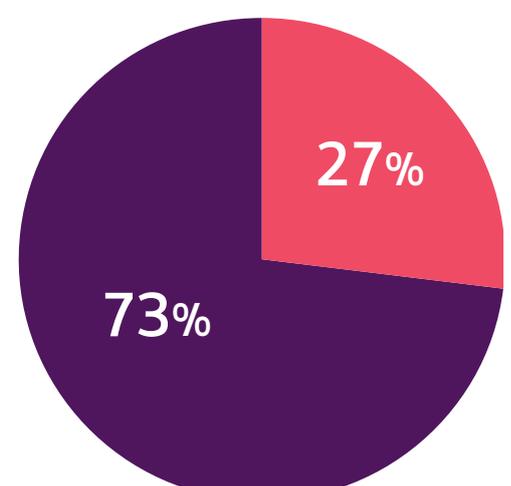
**Band B**



**Band C**



**Band D**  
Highest paid employees



## Gender pay gap report 2021

### What are we doing to address our gender pay gap?

Vistry continue to be committed to supporting long term, sustainable improvement in this area. We continue to regularly review the remuneration of employees performing equal work to ensure no pay bias for equivalent roles and performance.

Vistry have taken a number of positive steps over the last 12 months to help address our gender pay gap, which include:

- Appointed 2 females to the Executive Leadership Team
- Focussed on succession, and career development plans in order to improve the proportion of female promotions to senior roles
- Implemented a Diversity and Inclusion working group to drive the D&I agenda
- Launched a 'Women's Network' sub group to help promote the profile of women in construction
- Implemented an agile working policy to support hybrid working
- Implemented a mental health and wellbeing committee and focussed on initiatives to support our employees
- Increased the number of apprenticeship opportunities in non-site based roles such as Technical and Commercial

- Supported International Women's Day across the organisation
- Included some specific Diversity and Inclusion questions in our bi-annual engagement survey
- Implemented Skills Academies as part of our social agenda and attraction of diverse entrants into the industry
- Employee journey workshops were held with a diverse range of colleagues to discuss and recommend ways in which Vistry can become a more diverse employer
- Time to Talk sessions were held regularly to raise awareness and break the stigma around issues such as juggling parental responsibilities and menopause

Over the next 12 months we will continue to work on the initiatives already underway, and will also look at initiatives to bring more females into roles predominantly occupied by males. We gained Real Living Wage accreditation in November 2021 and continue to work on our milestone plan with the supply chain. We will also engage with external organisations to raise awareness of opportunities to join the housebuilding industry and have started to track the diversity of our applicant pools to assess the impact.

We have established a Diversity and Inclusion committee to work alongside the Diversity and Inclusion working group to continue to formalise a strategy, objectives and actions for 2022 / 2023.

### 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  
Vistry Group PLC

