

Gender Pay Gap Report

2018

Our global team has over **1,200** employees. Within the UK we employ **256** staff, split into both regional and Head Office teams.

We collected our data on the 1st April 2018, when our UK-based workforce consisted of **62** women and **194** men.



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.



Victoria Wallace
Director General



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.



Jamie Redmond
Director of Human Resources

PAY GAP

Women's earnings are higher than men's by:

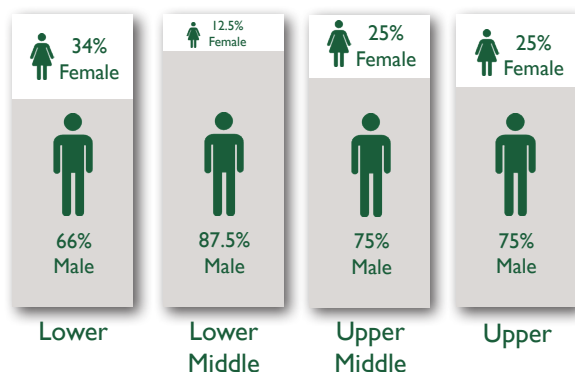
	2018	2017	+/- Percentage Points
Median gender pay	1.0%	0.0%	+1.0
Mean gender pay	5.0%	5.0%	0.0

61% of employees work within operational roles such as horticulture and specialist renovation which predominantly attracts more men, in comparison to 59% in 2017.



GENDER BREAKDOWN PER PAY QUARTILE

52% of the women that we employ are in roles in the upper middle and top quartiles, in comparison to 49% in 2017.



BONUS

Women's median bonus earnings are higher than men's by:

	2018	2017	+/- Percentage Points
Median bonus earnings	4.0%	0.0%	+4.0

Women's mean bonus earnings are lower than men's by:

Mean bonus earnings	3.0%	48%*	-45.0
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*Bonus payments are only normally made in exceptional circumstances but in 2018 a bonus was paid to all staff to mark our Centenary.