

Bovis Homes Group PLC gender pay gap report 2018



Introduction

This is the second report for Bovis Homes based on the UK's Gender Pay Gap reporting requirements.

We acknowledge the existence of a Gender Pay Gap within the Group and are encouraged to see an improvement across most of the measures in the last year. The publication of this report is integral to continuing our focus on equality, diversity and inclusion.

In the last 12 months we have raised the business consciousness of diversity and inclusion so 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 2018, we had a headcount of 1201 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 **19.6%** higher than the average pay of all women in the Group

19.6%

Our median gender pay gap

i.e. the average (value in the middle) pay of men in the Group was **25.7%** higher than the average (value in the middle) pay of women in the Group

25.7%

Our mean bonus gender pay gap

i.e. the average bonus of all men in the Group was **38.2%** higher than the average bonus of all women in the Group

38.2%

Our median bonus gender pay gap

i.e. the average (value in the middle) bonus paid to men was **34.54%** higher than the average (value in the middle) bonus paid to women

34.54%

The proportion of men receiving a bonus payment

i.e. **86.5%** of men in the Group were paid a bonus

86.5%

The proportion of women receiving a bonus payment

i.e. **89.1%** of women in the Group were paid a bonus

89.1%

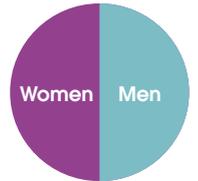
Explaining our gender pay gap

Bovis Homes operates in the housebuilding sector, recognised to have a pay gap higher than organisations that do not 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. We continue

to raise awareness across the business of the importance of diversity and inclusion, which includes gender equality. This awareness continues to inform the actions Bovis Homes is taking to tackle the gender pay gap challenge.

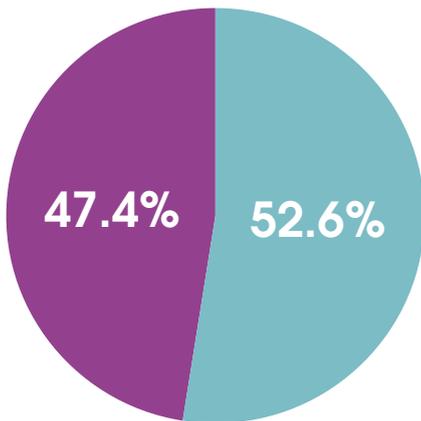
Quartile bands

The quartile bands are **3 pools of 289 employees** and **1 pool of 290 employees** - in total comprising all relevant employees, for the purposes of calculation as at the snapshot date of **5th April 2018**.



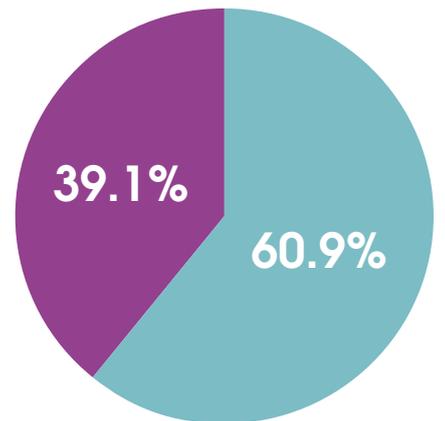
Band A Lowest paid employees

Average salary
£21,574



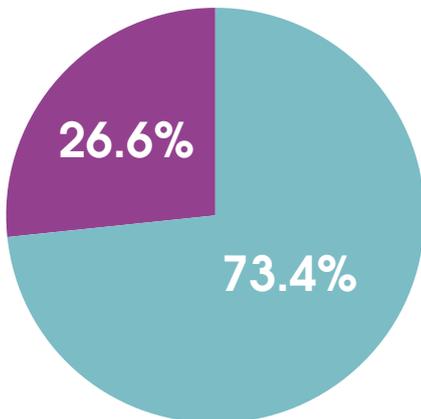
Band B

Average salary
£32,045



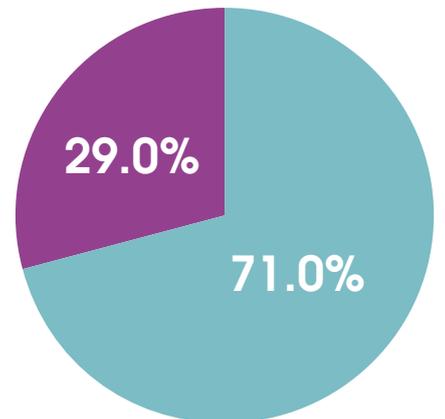
Band C

Average salary
£46,134



Band D Highest paid employees

Average salary
£75,642



Responding to our gender pay gap

During the 12 months since our first gender pay gap report in April 2017, Bovis Homes took a number of actions which have contributed to a reduction in our Gender Pay Gap. Examples include engagement with our People Forum (made up of a cross section of our employees) to understand how we can make Bovis Homes the best place to work. A 100

Years 100 Women conference was held for 100 Bovis Homes women to come together to share ideas, develop and mark the 100 years since women won the right to vote. We also challenged the agencies that help us recruit our talent to work towards ensuring that we have as many female applicants for our vacancies as possible.

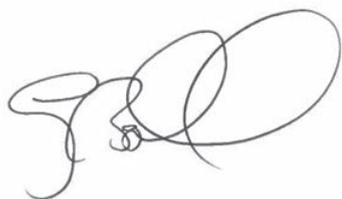
Conclusion

Bovis Homes believes that reporting on our Gender Pay Gap should not be about ticking a box. We are committed to supporting long term improvement in this area and believe that our employees performing equal work receive

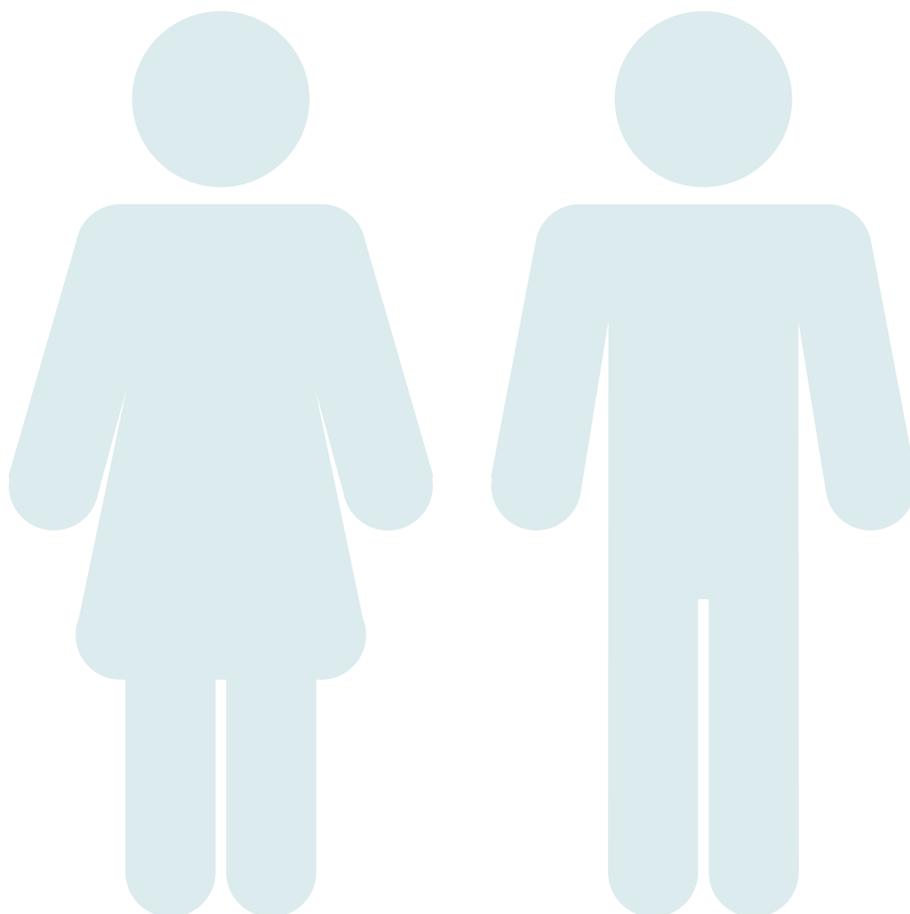
equal reward. We undertake an annual equal pay audit and we can find no systematic pay bias for equivalent roles and performance.

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
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Bovis Homes Group PLC





bovishomes.co.uk

Printed 4.19

