

Gender pay gap report 2019

Introduction

We acknowledge the existence of a Gender Pay Gap within the Group and are encouraged to see another 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 taken a number of actions that we hoped would have a positive impact on our Gender Pay Gap and are encouraged with the progress being made.

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 2019, we had a headcount of 1312 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 22.7% higher than the average pay of all women in the group	22.7%
Our median gender pay gap i.e. the average (value in the middle) pay of men in the Group was 22.4% higher than the average (value in the middle) pay of women in the Group.	22.4%
Our mean bonus gender pay gap i.e. the average bonus of all men in the Group was 31.3% higher than the average bonus of all women in the Group.	31.3%
Our median bonus gender pay gap i.e. the average (value in the middle) bonus paid to men was 27.2% higher than the average (value in the middle) bonus paid to women.	27.2%
The proportion of men receiving a bonus payment i.e. 88.6% of men in the Group were paid a bonus.	88.6%
The proportion of women receiving a bonus payment i.e. 89% of women in the Group were paid a bonus.	89%

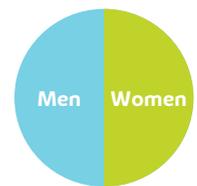
Explaining our gender pay gap

Bovis Homes, now part of Vistry Group 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. In April 2019 the Group also made special payments to senior executives that participated in the Company's 2017/2018 turnaround (i.e. a predominately male cohort of employees in employment before concerted

efforts were made across Bovis Homes to raise awareness of diversity and inclusion). The impact of these payments was to skew adversely the mean gender pay gap in 2019 contrary to the general trend of increasing diversity across the business. During 2020 the Group is committed to 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 the Group is taking to tackle the gender pay gap challenge.

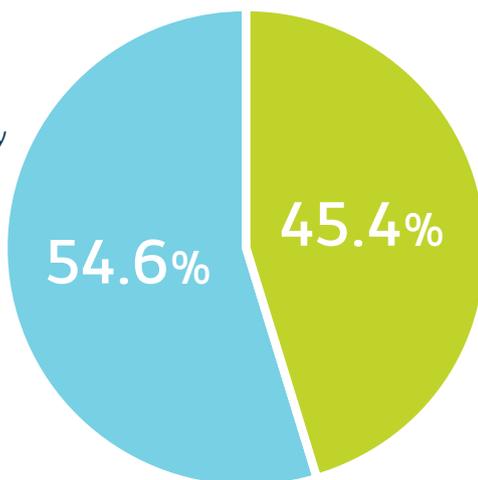
Quartile bands

The quartile bands are 4 pools of 313 employees – in total comprising all relevant employees, for the purposes of calculation as at the snapshot date of 5th April 2019.



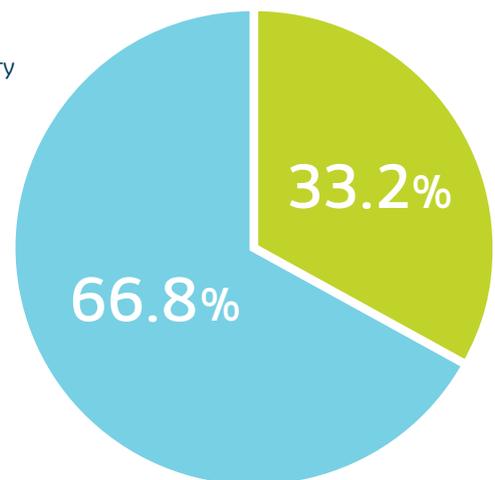
Band A

Lowest paid employees
Average salary
£22,588



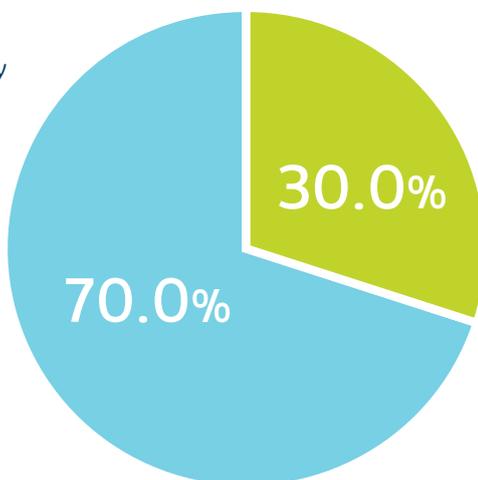
Band B

Average salary
£37,597



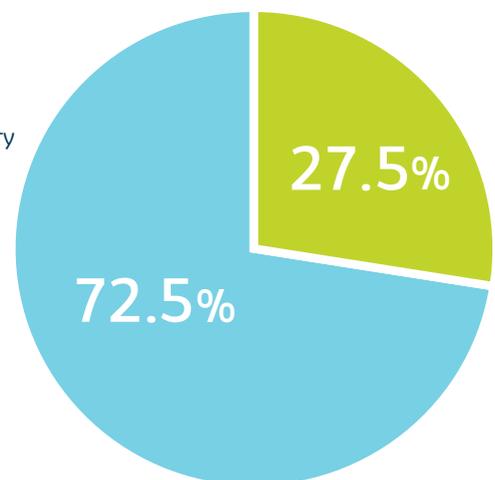
Band C

Average salary
£55,864



Band D

Highest paid employees
Average salary
£104,393



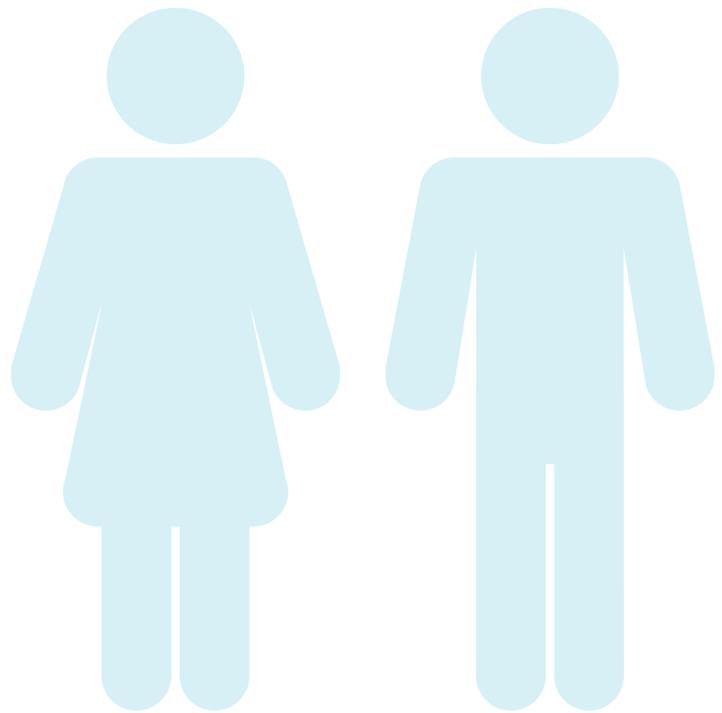
Responding to our gender pay gap

During the last 12 months, Bovis Homes took a number of actions which have contributed to a reduction in our Gender Pay Gap. Examples include gathering and acting on feedback from employees through our quarterly engagement survey, changing our policy to widen flexibility within the working

week to accommodate more agile working practices and payment enhancements to our family friendly policies. We have also been advertising vacancies on the website www.workingmums.co.uk to encourage female applicants to apply for our vacancies.

Conclusion

Bovis Homes believes that reporting on our Gender Pay Gap should not be about ticking a box. We continue to be 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.



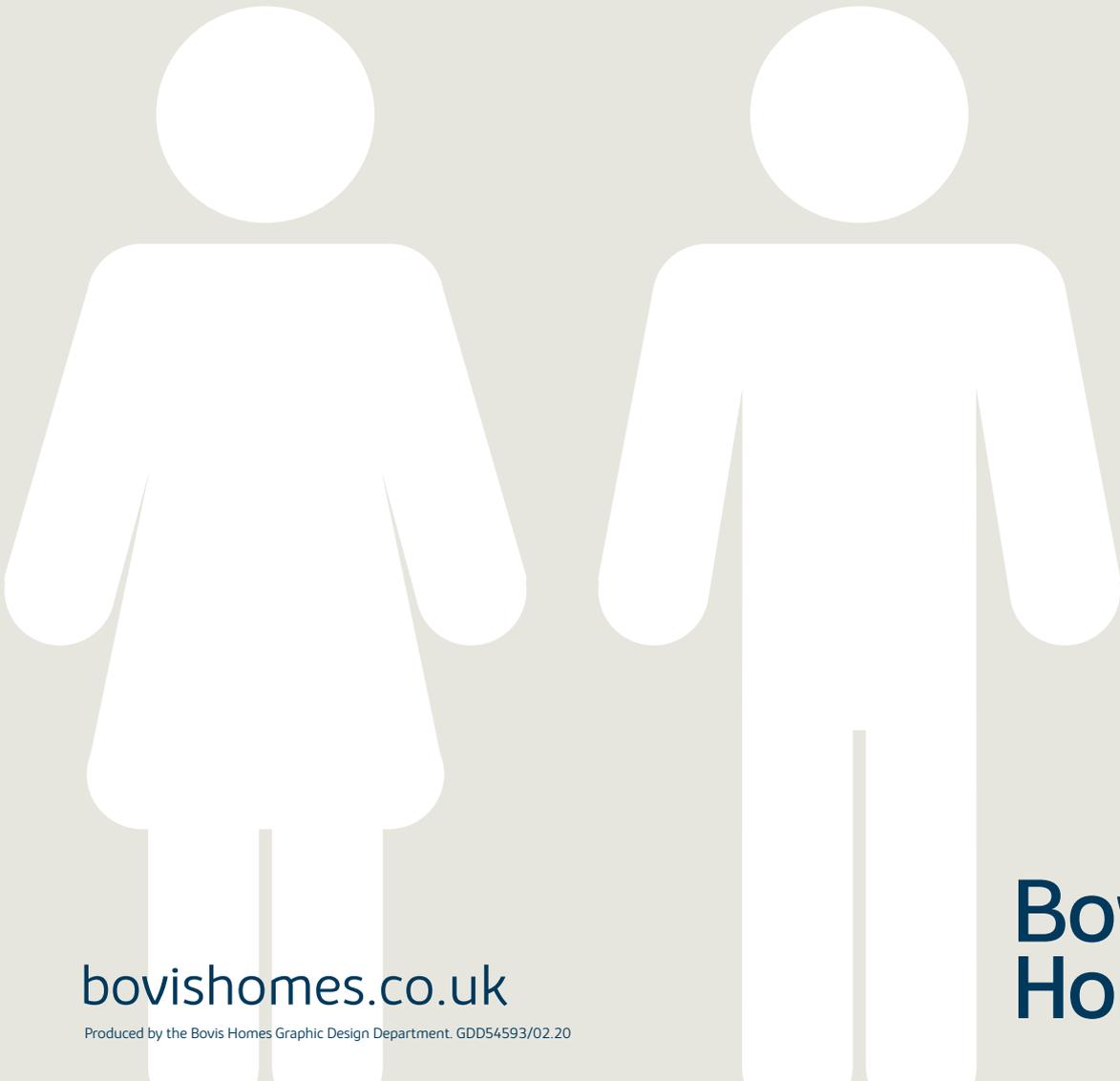
Declaration

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.

Handwritten signature of Greg Fitzgerald in blue ink.

Greg Fitzgerald
Chief Executive
Bovis Homes Group PLC





bovishomes.co.uk

Produced by the Bovis Homes Graphic Design Department. GDD54593/02.20

