

## Equal Pay Policy

*This policy applies to our employees. This policy does not form part of any employee's contract of employment. The Company may amend it at any time.*

### The policy

The Company is an equal opportunities employer and, as such, is committed to the principle of equal pay in employment.

The Company believes that, regardless of gender, employees should receive equal pay for like work, work rated as equivalent or work of equal value. In order to achieve this, we will endeavour to maintain a pay system that is transparent, based on objective criteria, and free from bias.

The Company will:

- On an ongoing basis, monitor all of its pay practices, including those for employees in non-standard employment and those absent on Maternity, Paternity or Extended Leave;
- Ensure that information is available about how employee's pay is calculated;
- Provide suitable training and guidance for those employees involved in decisions relating to pay and benefits; and
- Consult with employees or their representatives on the Company's Equal Pay policy where appropriate.

### Raising equal pay issues

If you believe that you are not receiving equal pay, you should raise the issue with your line manager in the first instance. If, for any reason, this is not possible, you should contact a member of the People team.

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Vistry Group HR Policies Document Control						
Policy Name: Equal Pay			Policy File Name/Link: <i>HR 003 – Equal Pay Policy</i>			
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Date of Update	Details of Change/s	Document Version No	Author	HRD Approval Date (if applicable)	Effective Date	Next Review Date
01/03/2017	Creation of policy	001	Unknown		01/03/2017	29/02/2018
28/09/2021	Added document control, updated language and context	002	Josie Walker		01/12/2021	30/11/2022
10/07/2023	Updated language	003	Dan Anderson-Poore		10/07/2023	09/07/2024