

FARNCOMBE ESTATE - GENDER PAY GAP REPORT



Farncombe Estate Holdings Ltd Gender Pay Gap

Mean pay gap 15.9%

Median pay gap 9.1%

Mean bonus gap -13.6%

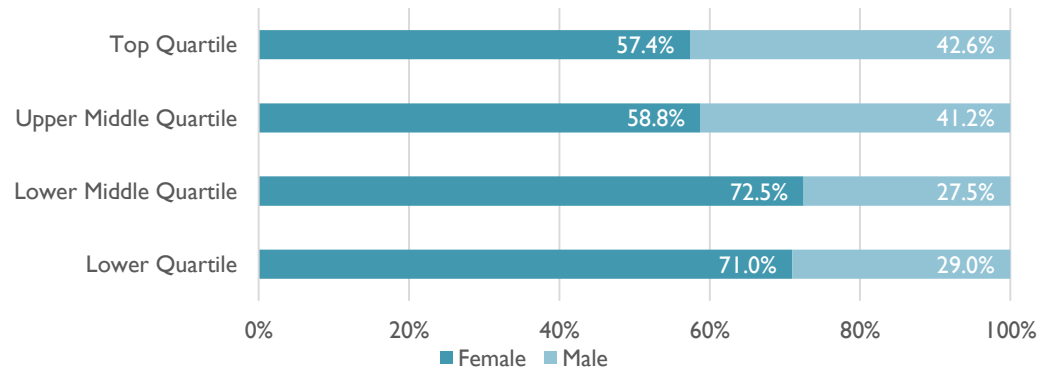
Median bonus gap -13.6%

Percentage receiving a bonus

Male 2.1%

Female 0.6%

Pay Quartiles by Gender



Our people are at the centre of everything we do here at Farncombe, regardless of which part of the business they work in.

I am pleased to see that, in our first gender pay report, we have a mean gender pay gap of 15.9% and a median gender pay gap of 9.1%, both of which are below the national average.

There are more women than men working in each of the quartiles of our business, which is a positive reflection of the companies' culture, recruitment practices and flexible working policies. We are passionate about addressing the current pay gap and encouraging more women into more senior roles.

Andrew Grahame
CEO – Farncombe Estate Holdings Ltd



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Equality and Fairness

The focus on fairness and equality at the Farncombe Estate applies to everyone that works here, and at all levels across the business. This includes the advertising of jobs and recruitment and selection, training and development, opportunities for promotion, conditions of service, benefits and pay.

All pay reviews are carefully benchmarked and reflect the Estates' business performance as well as market conditions. They are then reviewed by both the CFO and HR Director, before a final sign off from the CEO.

This is the first time gender pay gap analysis has been undertaken and it provides an important starting point, which will guide our efforts moving forwards.

Closing the Gap

As can be seen by the 'Mean difference in pay by quartile' figures there is no gender pay gap in the lowest quartile of the business. The largest pay gap exists in the top quartile of the business, which includes the senior management roles.

We recognise that more needs to be done to encourage and support women to develop their careers within this top quartile.

I confirm that the published information is accurate.

Andrew Grahame - CEO

Mean Difference in Pay by Quartile

Lower Quartile	£0.00
Lower Middle Quartile	£0.14
Upper Middle Quartile	£0.12
Top Quartile	£3.44

Gender Pay Gap is different to Equal Pay

The gender pay gap measures the difference between average hourly pay between women and men, whilst equal pay measures what women and men are paid for doing the same or similar work of equal value.

Data as of 5th April 2017, calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

