



Creating the future of living

Watkin Jones Group
Gender pay gap report as of 5 April 2023

Foreword



Thank you for taking the time to read our latest Gender Pay Gap report.

Sarah Sergeant
Chief Financial Officer

At Watkin Jones Group we're an expertise-led business, and without the talents of our people, we simply would not be able to achieve the success that we do. To continue in maintaining this success, we need to make sure we attract the very best people for every role, whoever they are. We know that it takes diversity of culture, background, and vision to create the future of living. By reflecting society, this helps us to create places that truly represent the future of living for the diverse range of people who are Britain's renters.

Progress, with work to do

We are making progress, and our gaps have narrowed over the last five years. Our report shows we have continued to make further progress over the last 12 months; however, we recognise there is still lots more work to do.

Future Foundations

Underpinning all our work is our Future Foundations ESG strategy, which launched in 2021 to support our future people, future places, and the future of our planet.



We set out stretching, but achievable objectives as part of a wider transformation of how our business operates. Our objectives include a commitment for our business to better reflect society by 2025 and fully reflect society by 2030.

As well as driving forward an inclusivity approach, we are supported by recognised organisations and accreditations, in addition to the work we are doing as a collective team.

As a member of the Watkin Jones Executive team, I can confirm that the information contained in this report is accurate.

Sarah Sergeant
Chief Financial Officer

Understanding our figures

As a business we have two employing entities: Watkin Jones and Son, employing our development and construction staff, and Fresh Property Group, employing our property management staff.



We are required to publish the data for each entity separately, however, we have also included our overall Group position within the report. We have calculated our data based on all employees as of 5th April 2023 using the definition of pay as set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since 2018, our pay gap results have differed across both businesses. Across Watkin Jones, our mean pay gap has seen steady decline. In Fresh, our mean pay gap, although below the national average, is more volatile due to high levels of turnover.

Our pay gap exists because there is a higher proportion of men in higher paid roles. This isn't unique to us and is a wider societal issue, however, we are taking steps to create more gender balance throughout the organisation. Eliminating our pay gap is a long-term goal and whilst this may be a macro-societal issue, we have a responsibility as an employer to influence it.

Explaining the data:

This percentage represents the disparity in average earnings between male and female employees.

Watkin Jones & Son

Mean Pay Gap:

| | |
|------|-------|
| 2023 | 30.5% |
| 2022 | 29.6% |
| 2021 | 39.1% |
| 2020 | 42.5% |
| 2019 | 43.1% |

Median Pay Gap:

| | |
|------|-------|
| 2023 | 40.5% |
| 2022 | 38.1% |
| 2021 | 52.3% |
| 2020 | 49.8% |
| 2019 | 41.9% |

Fresh Property Group

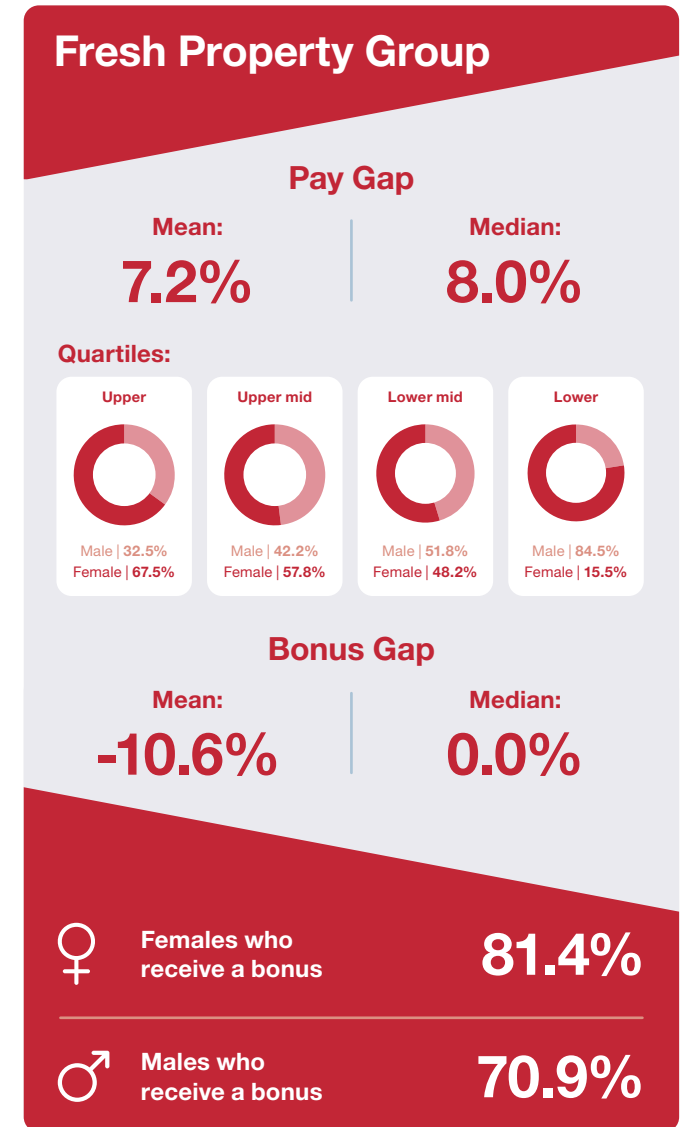
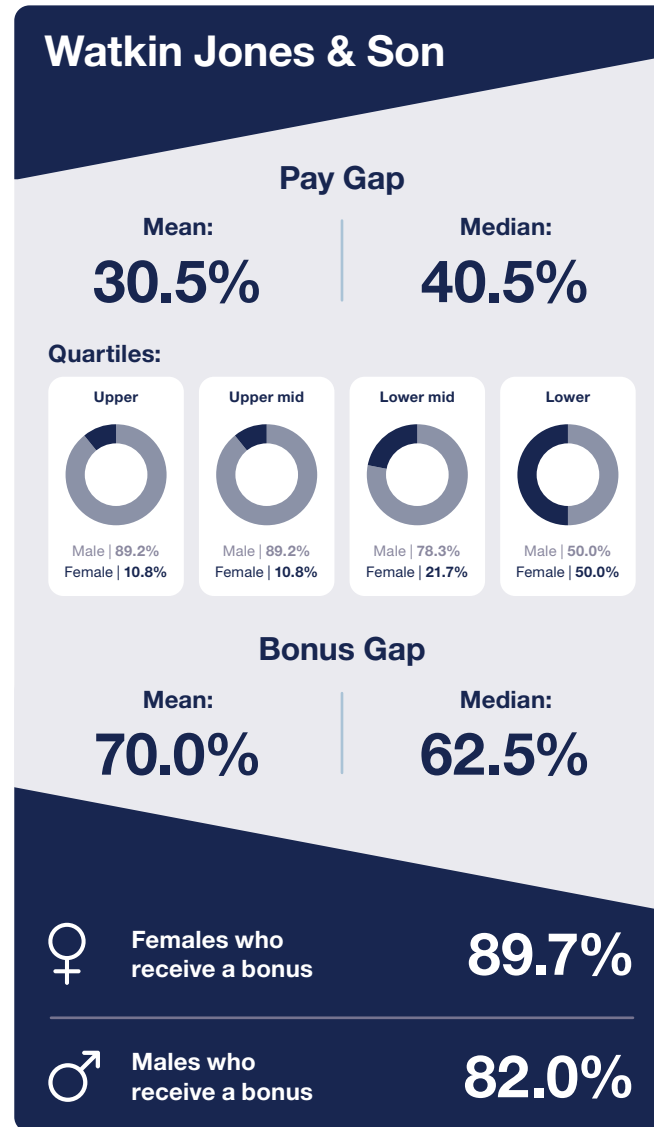
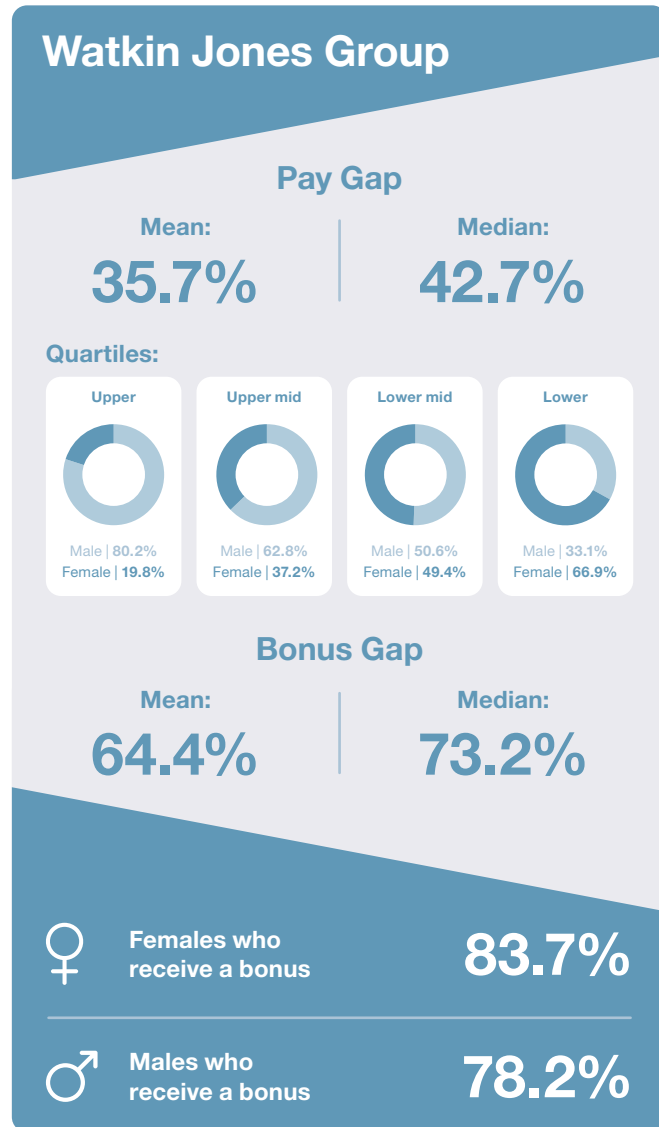
Mean Pay Gap:

| | |
|------|-------|
| 2023 | 7.2% |
| 2022 | 8.1% |
| 2021 | 12.9% |
| 2020 | 8.0% |
| 2019 | 4.8% |

Median Pay Gap:

| | |
|------|-------|
| 2023 | 8.0% |
| 2022 | 7.3% |
| 2021 | 7.4% |
| 2020 | 11.0% |
| 2019 | 10.7% |

Our results



Progress to Equity

Watkin Jones is committed to ensuring that we are a fair, equitable, diverse and inclusive business, and a great place to work. This work is ongoing, and we are proud to share that our journey is underway.



Future Foundations:

In 2021 we launched our ESG strategy 'Future Foundations', focussing on People, Places and Planet. Through our People workstream, we are looking to create a great place to work that celebrates and embraces diversity and difference and is an environment in which every colleague can develop.

A modern workplace:

We continue to embrace matters of health and wellbeing with additional focus on areas which can impact gender. Through a series of articles, working groups and lunch and learn sessions, we have been tackling previously 'taboo' subjects including prostate cancer, as well as mental health, nutrition and menopause.

With the rising cost of living, we have sought to support colleagues by introducing a rewards and benefit platform to help with everyday spending - further extending our health and wellbeing offering this year.

We held a number of Pride picnics across the business to support our LGBTQ+ colleagues and have focused on neurodiversity supported by Purple Tuesday, our Disability Confident partner organisation.

Planning for the future, we encourage colleagues to think about their pensions with group webinars, as well as annual one-to-one time with our external finance partners, Cullen Wealth.

This year, we moved to a pension salary sacrifice scheme in Watkin Jones and are rolling this out to Fresh in 2024. In addition, we launched our employee share scheme which has seen a positive uptake of more than 180 colleagues from across both businesses participating in the scheme.

The business has recognised the true benefit of flexible working patterns, locations, and the need for colleagues to balance their home life with work. We continue to support the changing workplace and evolving ways of working, and we are seeing the benefits of our previously increased carers' time off for dependants' policies.

All of our work has had a positive impact on our employee engagement where we have seen an increase in our overall engagement rating to 75%.

Progress to Equity continued

Our engagement forums, events and annual surveys enable us to listen and learn and demonstrate through action. We are passionate about ensuring everyone can help share a truly inclusive organisation.



Continuing to listen and learn:

In order that we focus on the right things, at the right time, we continually ask our colleagues what matters to them. We do this through engagement surveys, feedback sessions, face to face meetings and other media. Tapping into the 'pulse' of our business is key.

Through feedback we have developed colleague forums; learning solutions, improved workspaces, updated policies and adapted the way we work. Listening to our colleagues enables us to continue to shape our business.

Equity, Diversity and Inclusion:

In order to understand the diversity of our workforce, we started to ask our people to populate their diversity information. Since the beginning of 2023, over 30% of colleagues have already shared their data.

We have been working with Stonewall over the last number of years to focus on our workplace Equality Index plan and status, as we work to continue to improve inclusivity, especially for members of the LGBTQ+ community to ensure there is respect for all and to celebrate difference.

Building further, we are now a Disability Confident employer; encouraging us to think differently about disability and take meaningful action to improve how we recruit, retain, and develop colleagues living and working with disability. Our disability partner organisation is Purple Tuesday, who this year have actively supported us in highlighting, celebrating and educating colleagues as part of our ED&I journey.

Investing in our people continues to be a priority and in 2023, we introduced brand new management qualifications. We have encouraged colleagues – whether it is studying for a professional qualification, or to understand how chartered memberships can support them in their role or achieving their career aspirations. We know it is important to celebrate colleagues' learning as they grow in their roles, so we share case studies to encourage this culture of self-development. We have seen a positive uptake in our learning and development programmes and now average over 7.5 days learning per employee each year, which is well above our target of 3.3 days.

We know it is important that we reflect moments in time that are significant to our colleagues. This includes religious celebrations including Christian, Muslim and Sikh festivities and Lunar New Year, with colleagues sharing their own lived experiences.

Additionally, we embrace our individual differences by reflecting and supporting our colleagues across a diverse range of subjects, sharing experiences, and thought leadership. This has included International Women's Day, Armed Forces Day, Black History Month, Pride, World Mental Health Day as well as Cycle to Work Day, to encourage colleagues to get fit both physically and mentally.

We've encouraged two-way conversations hosting lunch and learn webinars; giving our colleagues space to discuss and ask questions to learn and empower them, encouraging them to become allies.



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