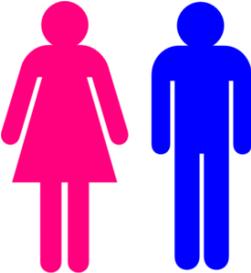


Ocean Housing Group’s Gender Pay Report 2017/18

We want to be a great place to work and a great company to do business with. A business that is passionate about fair, equal and inclusive pay and which is voluntarily publishing its gender pay gap as part of its commitment to transparency and reducing it.

Pay and Bonus Gap

Shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (April 2017). It also captures the mean and median difference between bonuses paid to men and women at the snapshot date (i.e. April 2017 (pay) and in the 12 month reference period to April 2017 (bonus)).



Difference between men and women

	Mean	Median
Pay Gap	9.42%	14.67%
Bonus Gap	11.42%	11.78%

At Ocean men receive, on average, more pay and bonus than women and this difference is expressed as a percentage above.

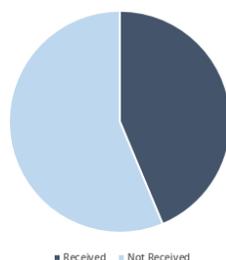
Proportion of males and females in each pay quartile

The table below shows the gender distribution across four equally sized quartile pay bands.

	M: 47.5%	M: 69.5%	M: 74.5%	M: 75.0%
	F: 52.5%	F: 30.5%	F: 25.5%	F: 25.0%
	lowest	Third	Second	Top
	Quartile	Quartile	Quartile	Quartile

Proportion of males and females receiving a bonus payment

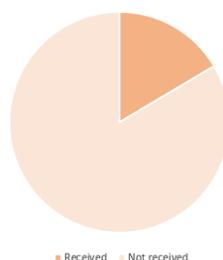
Male



43.7 % Received a bonus

56.3% Did not receive a bonus

Female



16.5 % Received a bonus

83.5 % Did not receive a bonus

To begin: There is a difference between equal pay and gender pay. Equal pay means paying two people performing the same or equivalent role differently, gender pay means we have an uneven distribution of genders at different levels. **We are confident that our gender pay gap is not an equal pay issue.** Our analysis shows that our pay gap is driven by the structure of our workforce, i.e. the uneven distribution of genders and not equal pay.

The structure of our workforce is made up of:

- A large proportion of male trades working in our construction company or our large repairs and maintenance service.
- Part-time staff who are mostly female
- The ratio of our Senior Leadership Team is currently one third female to two thirds male.

We regularly monitor and benchmark our pay to ensure our male and female staff are paid equally for doing equivalent jobs across our business.

Whilst we don't have an equal pay issue, we do need to take steps to reduce our gender pay gap. This means having a closer look at:

- **The structure of our workforce and how we can encourage more women into senior roles.** This is something we have been working on and have improved our open and transparent recruitment of Board Members, which resulted in a 50/50 split male to female new recruits in our most recent appointment process. We have also initiated a new Leadership Development Programme, LEAP, which has an equal representation between male and female participants.
- **Encouraging more females into trade roles to achieve greater gender balance.** We have been focusing our attention on promoting trade careers to females and now 20% of our trade apprenticeships are filled by females as opposed to 100% male apprentices three years ago.

We are pleased with the progress we have made to date, but there is still more to be done. Achieving gender balance over the long term is important to us and we will continue to focus on initiatives that will support this strategic goal.