



Creating the future of living

Watkin Jones Group
Gender pay gap report as of 5 April 2024

Foreword



Thank you for taking the time to read our latest gender pay gap report.

Jackie Kelly
Group HR Director

At Watkin Jones Group, our expertise is at the heart of everything we do. The talent and dedication of our people are the driving force behind our achievements.

To sustain this success, it is essential that we attract the very best individuals for every role, no matter who they are. We understand that shaping the future of living requires a rich diversity of perspectives, cultures, and experiences. By mirroring the society we serve, we are better equipped to create spaces that genuinely reflect and meet the needs of Britain's diverse renting community.

Progress, with work to do

We have been making steady progress on pay, with our gaps narrowing over the past five years. This year's report highlights the continued steps forward we have made over the last 12 months.

Future Foundations

At the core of everything we do is our Future Foundations ESG strategy, launched in 2021 to champion future people, future places, and the future of our planet. In 2025, we will take the opportunity to review and reflect on our progress, celebrating how far we have come while setting ambitious targets for the next five years.

As a senior leader at Watkin Jones, I can confirm that the information presented in this report is accurate.

Jackie Kelly
Group HR Director



Understanding our figures

Our people are employed by two entities: Watkin Jones & Son employing our development, construction and central teams and Fresh Property Group employing our accommodation management teams.



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 5 April 2024 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. At Watkin Jones & Son, we have observed a slight increase in the mean pay gap. However, at Fresh, the gap has continued to decrease.

The pay gap at Watkin Jones & Son exists because there are more men in higher-paid roles. While this is a broader societal challenge and not unique to us, we are actively working to create greater gender balance across 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.

Watkin Jones & Son

Mean Pay Gap:

2024	31.0%
2023	30.5%
2022	29.6%
2021	39.1%
2020	42.5%

Median Pay Gap:

2024	38.4%
2023	40.5%
2022	38.1%
2021	52.3%
2020	49.8%

Fresh Property Group

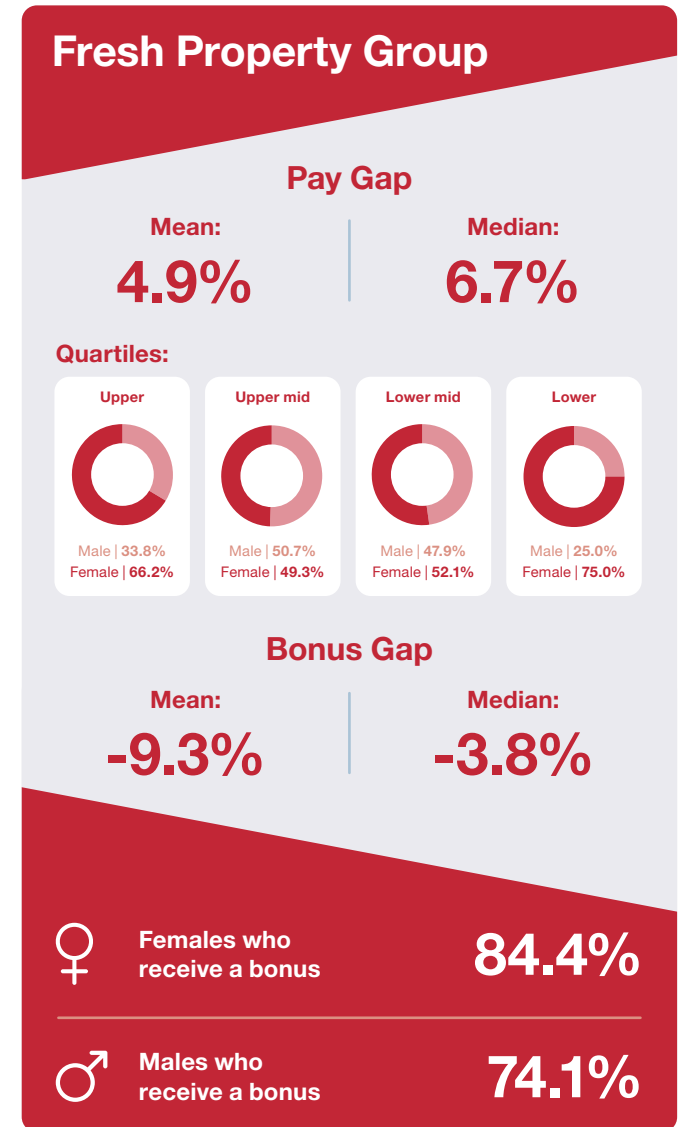
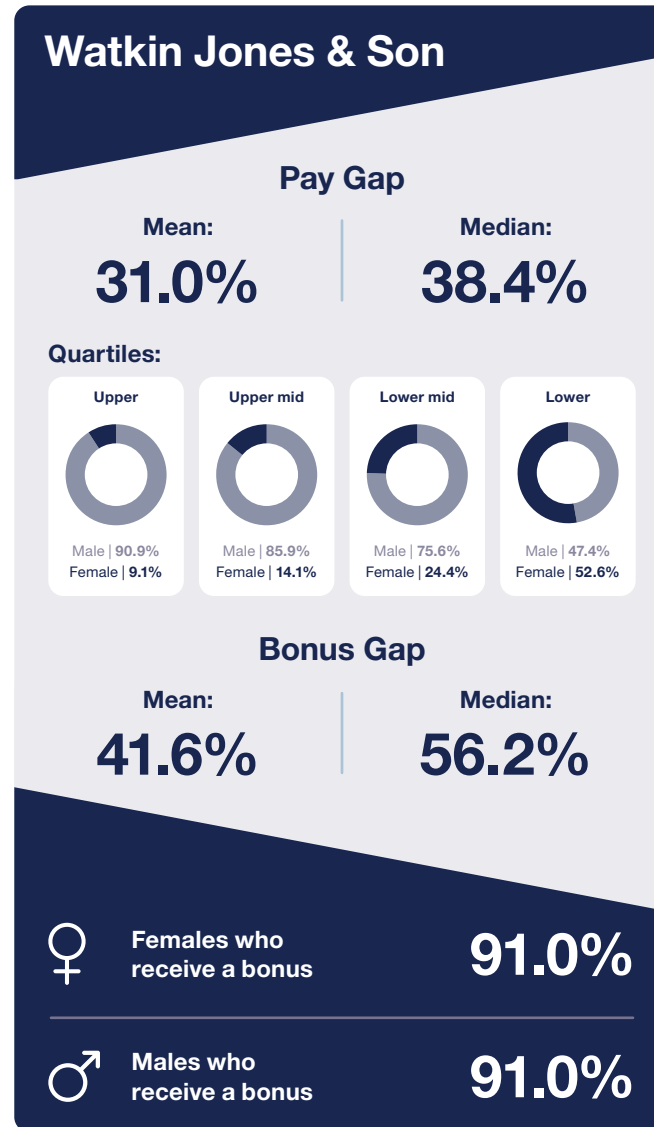
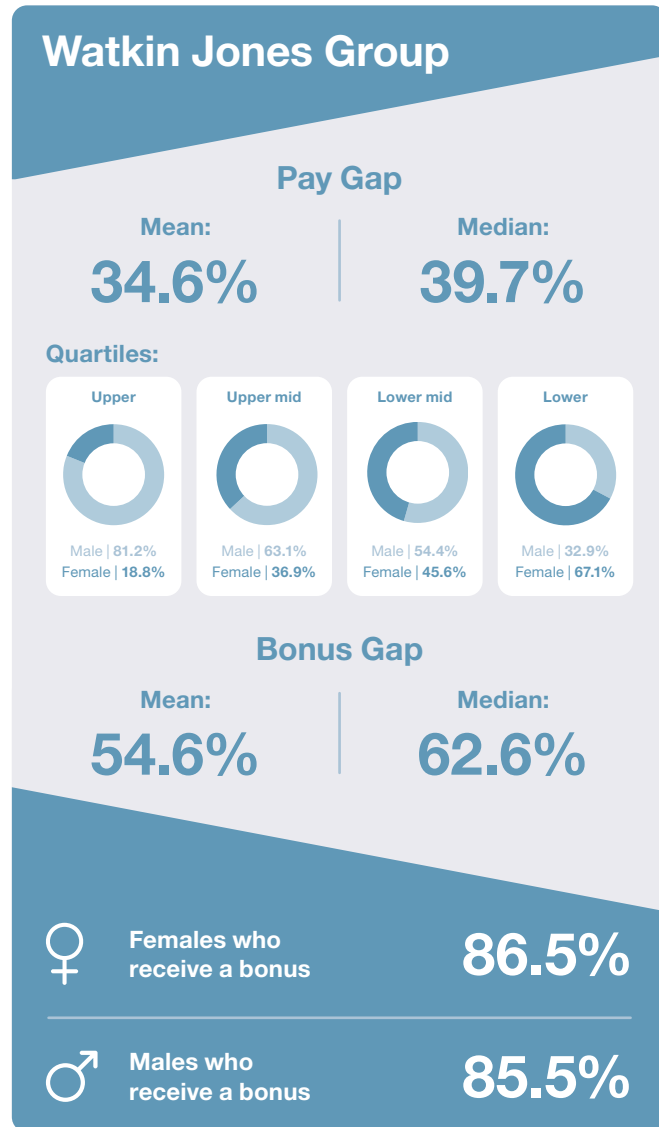
Mean Pay Gap:

2024	4.9%
2023	7.2%
2022	8.1%
2021	12.9%
2020	8.0%

Median Pay Gap:

2024	6.7%
2023	8.0%
2022	7.3%
2021	7.4%
2020	11.0%

Our results



Progress to equity

At Watkin Jones, we are dedicated to building a fair, inclusive, and diverse workplace where everyone feels valued. While this work is ongoing, we are proud of the progress we have made and the steps we are taking on this journey.



Future Foundations:

Our ESG strategy, Future Foundations, focuses on People, Places, and Planet. Through the People workstream, we continue to be committed to creating a workplace that celebrates diversity, embraces differences, and provides an environment where every colleague can thrive and grow.

An evolving workplace:

We remain committed to supporting the health and wellbeing of our colleagues, with a particular focus on areas that affect gender. Through internal articles, working groups, and lunch-and-learn sessions, we have continued to tackle previously 'taboo' topics such as prostate cancer, mental health, nutrition, and menopause, encouraging open and honest conversations across the business.

This year, we launched the OpenUp app, providing immediate access to support without the need for triage, alongside tools to help colleagues make healthier lifestyle choices. To complement this, we introduced a wellbeing programme centred around four key pillars: physical wellbeing, workplace wellbeing, community and social wellbeing, and emotional and mental wellbeing.

We have also focused on driving reward and recognition, introducing monthly and quarterly awards alongside our annual STAR Awards, which celebrate our top performers across the business.

These initiatives reflect our commitment to recognising the incredible contributions of our colleagues throughout the year.

In response to the rising cost of living, we continue to promote Your Rewards, our platform offering employees a range of savings to ease financial pressures. Additionally, we now offer a green fleet initiative to encourage sustainable travel, and we have rolled out salary sacrifice schemes across the entire business, providing greater financial flexibility for all employees.

Recognising the importance of work-life balance, we continue to embrace flexible working arrangements and enhanced carers' leave policies, supporting those with dependents.

These combined efforts have made a real impact, with our employee engagement rating increasing to 72%, reflecting the positive outcomes of our continued focus on our people, their wellbeing, and their achievements.

Welcoming & onboarding people to ensure they have a great experience joining

1

Ensuring we support employees' mental & physical wellbeing

2

Rewarding & recognising our people

3

Focusing on development for employees to do a great job

4

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:

To ensure we focus on what truly matters, we regularly engage with our colleagues to understand their priorities. We gather insights through surveys, feedback sessions, face-to-face meetings, amongst other channels. Staying connected to the 'pulse' of our business is essential.

Using this feedback, we have evolved our colleague forums, enhanced learning opportunities, improved working environments, updated policies, and adapted our working practices. By listening to our people, we can continue to evolve and shape our business in ways that matter most to them.

Equity, Diversity and Inclusion:

To better understand the diversity of our workforce, we began asking colleagues to share their diversity information. Since the start of 2023, over 60% of our people have already completed their profiles, providing valuable insights to help us build a more inclusive workplace.

Over the past few years, we have worked closely with Stonewall to develop our Workplace Equality Index plan and improve inclusivity, particularly for LGBTQ+ colleagues. Our focus remains on ensuring respect for everyone and celebrating our differences.

In addition, we are proud to be a Disability Confident employer, which has encouraged us to rethink how we recruit, support, and develop colleagues with disabilities. With the support of Purple Tuesday, our disability partner organisation, we have raised awareness and educated our teams about disability as part of our ongoing ED&I journey.

Investing in our people remains a key priority. We continue to encourage our colleagues to pursue management qualifications and to explore professional qualifications or chartered memberships to help them grow in their roles and achieve their career aspirations. To promote a culture of self-development, we share success stories from colleagues who are pursuing further learning. These efforts have led to strong participation in our learning and development programmes, with employees now averaging over 7.9 days of training each year – well above our target of 4.0 days.

We also recognise the importance of celebrating moments that matter to our colleagues, such as religious and cultural events, including Christian, Muslim, and Sikh holidays, Lunar New Year, and other key occasions. By sharing lived experiences, we strengthen understanding and connections across the business.

Additionally, we embrace diversity through events such as International Women's Day, Armed Forces Day, Black History Month, Pride, and World Mental Health Day, as well as initiatives like Cycle to Work Day, promoting both physical and mental fitness.

We have also encouraged open conversations through lunch-and-learn webinars, creating safe spaces for colleagues to share, ask questions, and learn. These sessions empower our people to become allies and take an active role in improving inclusivity across the organisation.



Creating the future of living

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