



Creating the future of living

Watkin Jones Group
Gender pay gap report as of 5 April 2022

Foreword



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

Craig Wilcockson
Chief People 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 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 live in Great Britain and the Republic of Ireland.

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. Building on this, Equity, Diversity and Inclusion (ED&I) is beginning to be fully integrated into our people and culture in the workplace.

Future Foundations

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

We set out stretching, but achievable objectives; part of a wider transformation around 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, supported by recognised accreditations in addition to the work we're doing as a collective team.

In 2022, we established our ED&I charter; our commitment to our people to making a difference. Additionally, we have launched an ED&I forum and held our first ever ED&I summit where over 50 colleagues from across the business joined to commit to encourage change across the Group.

These will all help drive and embed our ED&I culture for today and the future.

Supporting this we have moved our recruitment to an in-house model; giving us a greater employer brand, ensuring we can better attract diverse talent to join our team.

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

Craig Wilcockson
Chief People Officer

Explanation of the National Gender Pay Gap

A gender pay gap is the difference between the average pay of all men and women in an organisation.

It's very different to equal pay, which is about making sure men and women are paid equitably for doing the same or comparable work.

This year's data is calculated based on the hourly rates of pay as of 5 April 2022.

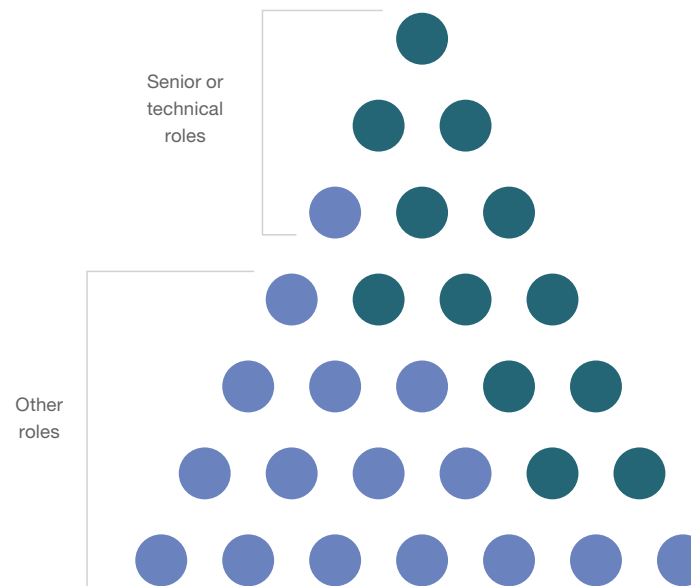
Typically, the gender pay gap exists due to one of two core issues:

- **Equality** – where males and females carrying out similar roles are paid differently; or
- **Diversity** – where the proportion of males and females differ at different pay scales.

In most cases, a company's pay gap is caused primarily by a diversity issue, where there is a greater proportion of males in more senior and technical roles.

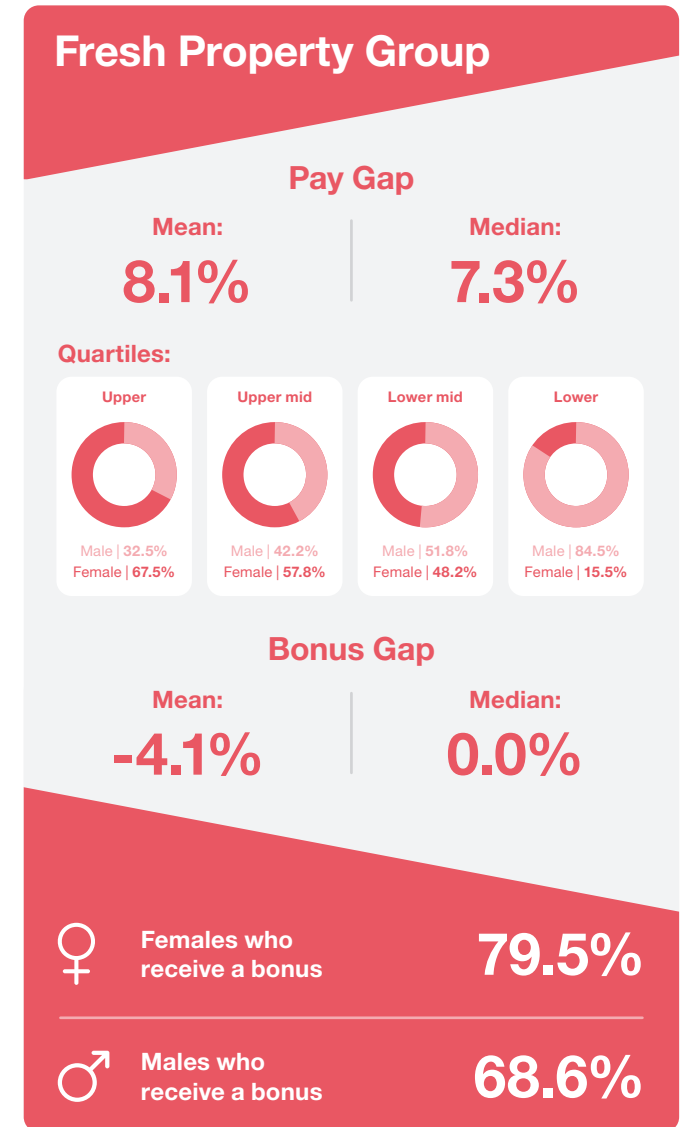
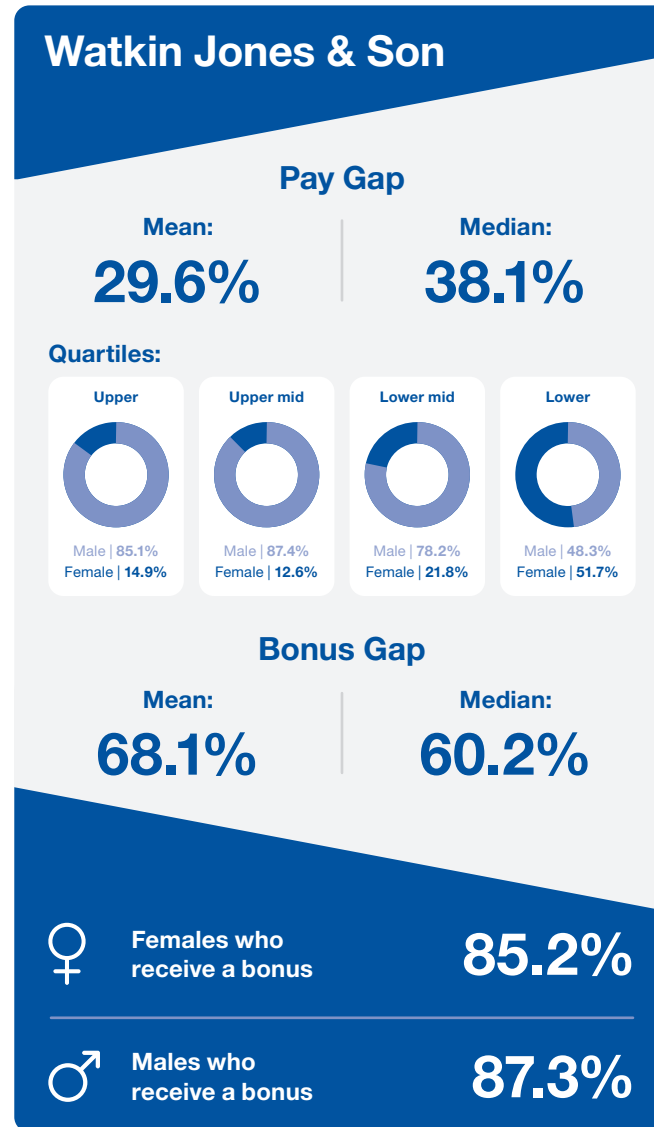
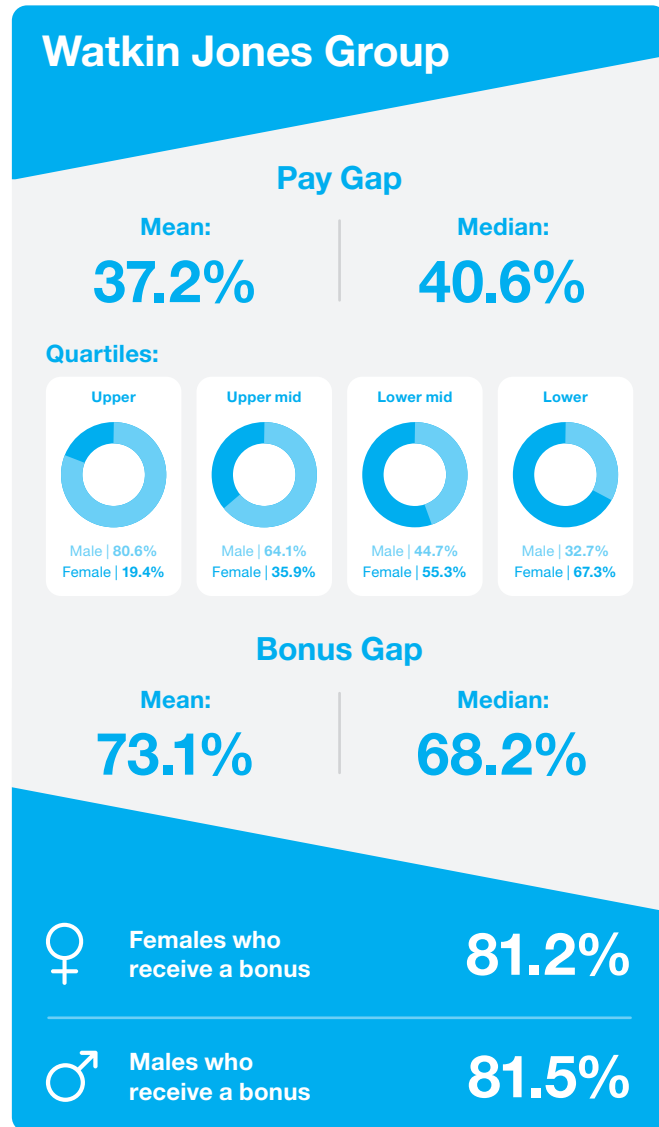
The gender pay gap has always been a topic of interest, but in an attempt to increase awareness and improve pay equality, the UK government introduced compulsory reporting of the gender pay gap for organisations with 250 or more colleagues.

The Gender Pay Gap:



One of the main reasons for the gender pay gap in our society is that there is a greater proportion of males in more senior and technical roles.

Our results



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 at 5 April 2022 using the definition of pay as set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

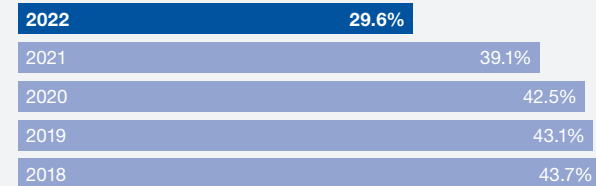
Since 2018, our pay gap results have differed across both businesses. Across Watkin Jones, our mean pay gap has seen steady decline. In Fresh, our mean pay gap, although below the national average, is more volatile due to high levels of turnover.

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, but 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.

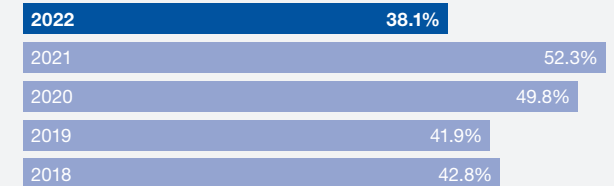
Across our business, we pay men and women equally for doing the same job, and our pay policy is fair.

Watkin Jones & Son

Mean Pay Gap:

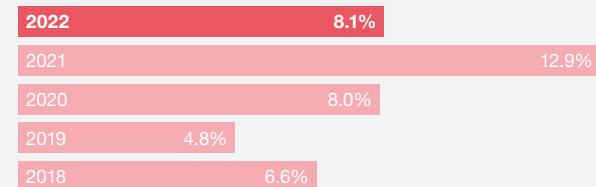


Median Pay Gap:

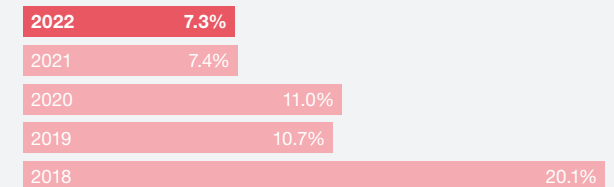


Fresh Property Group

Mean Pay Gap:



Median Pay Gap:



Progress to Equity

Watkin Jones Group 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 we have already taken steps to start our journey.

Future Foundations:

In 2021 we launched our ESG strategy 'Future Foundations', focusing on People, Places and Planet. Through our People workstream, we are striving 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 and menopause. This is in addition to talking about other key subjects such as mental health and nutrition.

With the rising cost of living, we have supported colleagues by introducing a rewards and benefit platform to help with everyday spending. We have raised internal awareness around national campaigns such as 'Talk Money' week. This has enabled us to share resources to assist colleagues through challenging times, making sure they feel supported. Planning for the future, we have encouraged colleagues to think about their pension by hosting group webinars as well as one on one time with our external finance partners, Cullen Wealth.

Continuing to listen and learn:

In order that we focus on the right things, at the right time, we work with our colleagues to understand 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, and the evolution of our new brand that we're launching shortly.

The business has recognised the true benefit of flexible working patterns, locations, and the need for colleagues to balance their home life with work. To continue to support our changing workplace and ways of working, we enhanced our Family Friendly policies, including paid carers' leave increased parental leave.



Progress to Equity continued

Equity, Diversity, and Inclusion:

We continue to partner with Stonewall 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.

Being fair and consistent, we recognised that not all colleagues had access to all health benefits. As part of our wellbeing month, we ensured that our Medicash benefit was made available to all colleagues, from day one of employment. Encouraging our people to take control of their wellbeing, we rolled out a series of health checks across sites throughout the year to support good physical and mental wellbeing.

Investing in our people continues to be a priority and early in 2022, we introduced brand new management qualifications. We encourage all colleagues; whether they are studying for a professional qualification, understanding how a chartered membership can support them or help to realise their future ambitions. We know it is important to celebrate colleagues' learning as they grow in their roles, so we share case studies to encourage a culture of self-development.

Recently we partnered with our first ever corporate charity, The Talent Tap. This partnership allows us to give back to communities where we are creating the future of living; supporting future generations.

Colleagues are encouraged to fundraise, and to share their professional expertise with students. Last summer we invited a student cohort from the scheme to join us for an internship, with good feedback shared from mentors and students alike as they prepare for the future of work.

We know that talent does not always equal opportunity and so, in 2022, we established our first Real Estate Graduate Programme as part of our desire to support future talent.

Last summer we were proud to sign the Armed Forces Covenant. It's something that has widespread support across our organisation and fits with the Watkin Jones Group DNA. Our pledge has many different elements and an important one is supporting ex-service personnel transitioning into civilian roles. As well as being the right thing to do, it's a great opportunity to harness the diverse skills ex-military personnel have to offer, as our business grows.

We know it is important to reflect key moments in time which 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 experience 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 encourage two-way conversations by hosting lunch and learn webinars. This helps to give our colleagues a safe space to discuss and ask questions to learn; empowering and encouraging our people to become allies so every one feels included across our business.



At Watkin Jones Group, we refer to Equity, rather than Equality; understanding that each of us has differing needs and circumstances. We strive to identify the specific requirements of our current and future colleagues, tailoring our provisions and supporting them to reach an equal outcome.



Creating the future of living

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