

At Countrywide Surveying Services, we pride ourselves on our people who are our greatest asset and we champion the opportunities open to all our people throughout their career.

## Our people

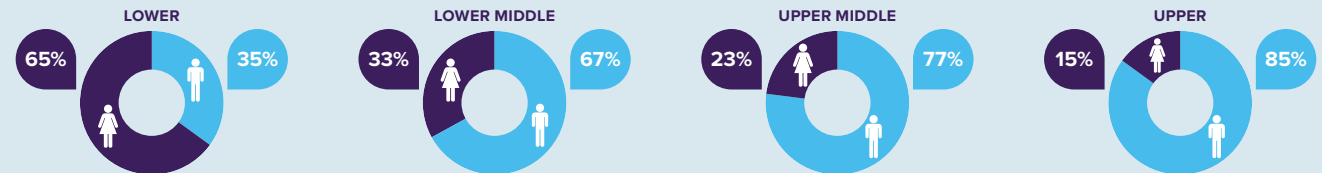


## Gender pay and bonus gap

	MEAN	MEDIAN
HOURLY PAY	27%	26%
BONUS	28%	60%

The hourly gender pay gap is the difference between the average hourly pay rate for males and females for the month of April 2024 expressed as a % of the male average. The bonus pay gap is the difference between the average of all bonuses, including commissions, paid to male and female employees in the 12 months up to and including April 2024 expressed as a % of the male average. "Average" is calculated in two ways, mean and median. The mean is the total male or female pay divided by the total number of males or females. The median is the pay received by the middle male or female when all hourly rates or bonuses are ranked in order.

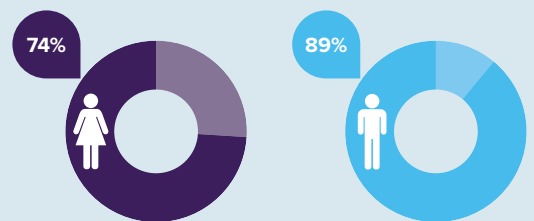
## Pay quartiles



There has been an improvement in the mean and a significant reduction in median pay gaps within Countrywide Surveying Services, which is a continuing trend over the last three years. However as typical in our sector, the pay gap remains reflective of the higher number of males in technical roles that are generally higher paid when compared to administrative support roles which are primarily held by females. The gender pay gap demonstrates the overall difference in average earnings (mean and median) between men and women. This is not the same as equal pay, which is the difference between men and women carrying out the same role, similar roles or roles of equal value. Our policy is to pay men and women equally for doing equivalent jobs across our business.

## Proportion of females and males receiving a bonus

Whilst there is no significant difference in the ability to earn a bonus when comparing males and females, the reported bonus gap is reflective of the high representation of males in management and technical roles, and the higher earning opportunity that these roles attract. This is compared to those roles in the lower quartiles which are predominantly held by female colleagues and attract a lower bonus opportunity, which drives the overall bonus gap.



## Our view

We are committed to fostering an inclusive workplace where everyone has access to meaningful opportunities for development, progression, and recognition. Our aim is to create an environment where all colleagues feel valued, supported, and empowered to reach their full potential, regardless of gender.

We will continue to review and refine our policies and practices to ensure fairness in pay and career opportunities, promoting equality at all levels. By maintaining high standards of transparency and accountability, we strive to create a workplace where success is accessible to all.

Our people are our greatest asset, and we are dedicated to supporting their growth and success without bias or discrimination.

I confirm the data in this report to be accurate

Adrian Scott, Group Lender Services Managing Director



For the purposes of gender pay gap reporting, 'pay' is calculated as an hourly rate (as at 5 April 2024).

In addition to basic salary, the hourly rate calculation includes a number of other payments e.g. specific allowances and monthly bonuses.