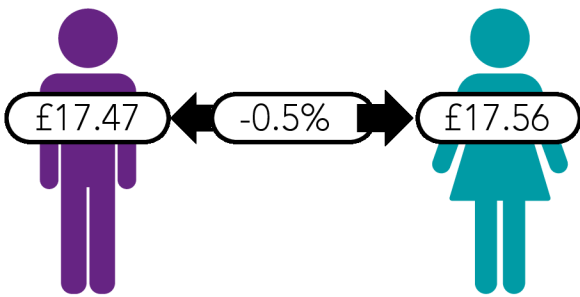


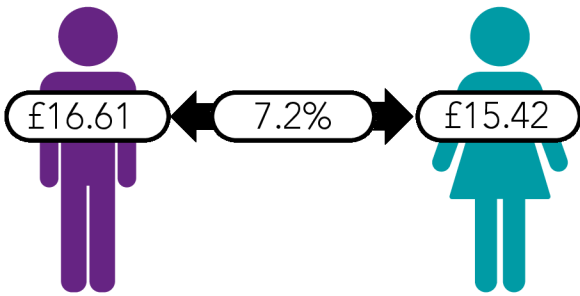


Gender Pay Gap 2024

National Mean= 7.0%
National Median=13.1%



Mean is the average hourly rate of pay and the percentage difference between males and females.



Median is the middle hourly rate of pay and the percentage difference between males and females. At Berneslai, women earn 93p for every £1 that men earn when comparing the median hourly rate.

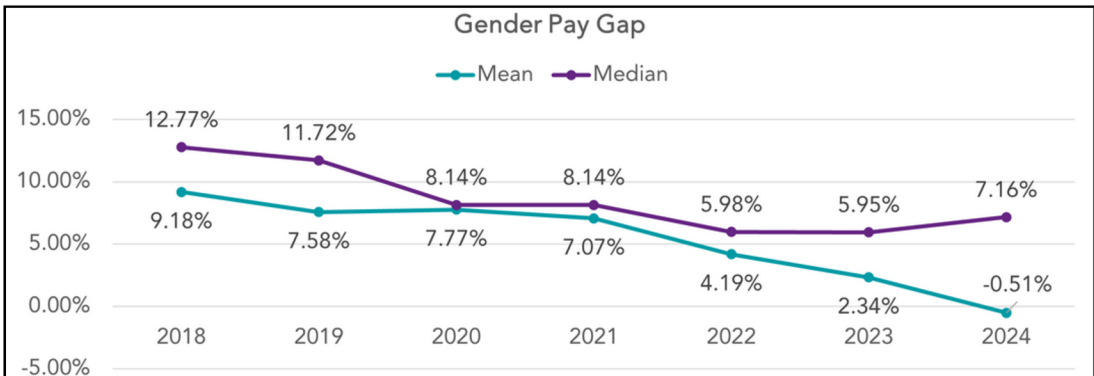
At Berneslai Homes, we're dedicated to making sure there is equal and fair treatment for all employees, regardless of gender.

We recognise the factors contributing to our Gender Pay Gap, especially concerning the limited presence of women in craft operative roles within Construction Services where bonus payments can be earned.

Acknowledging the lower representation of women in Construction Services, we're committed to implementing positive actions to address gender imbalance.

Reducing the Gender Pay Gap is a gradual process, and we'll continue to use new, innovative approaches and initiatives over the coming years to further reduce this gap.

Our dedication to inclusivity, fairness, and flexibility underscores our commitment to our employees and fosters a supportive work environment.

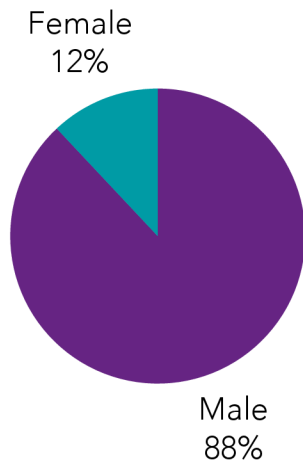


Bonus Pay

43.88% of our employees received bonus pay, of which:

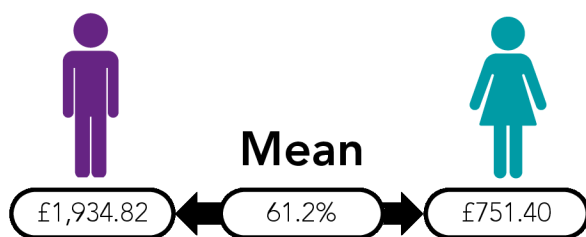
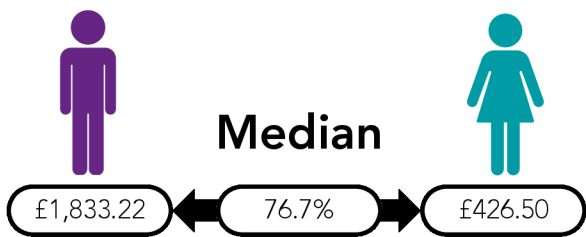
Bonus pay includes

- extra duty payment
- attendance awards
- long service awards
- mentor and apprentice awards



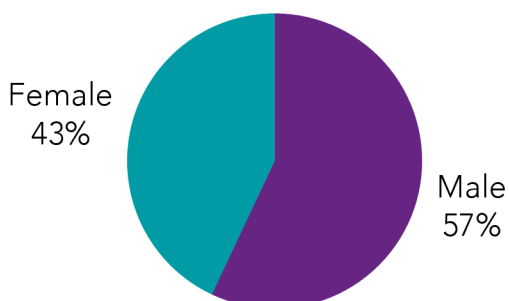
The majority of employees who received bonus pay were male.

This is because the majority of bonus payments are linked to Construction Services Operatives receiving a performance allowance – the majority of which are male.

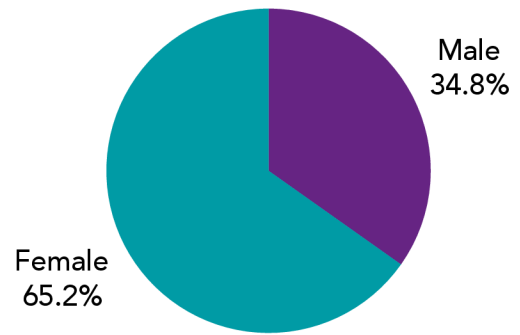


Total workforce

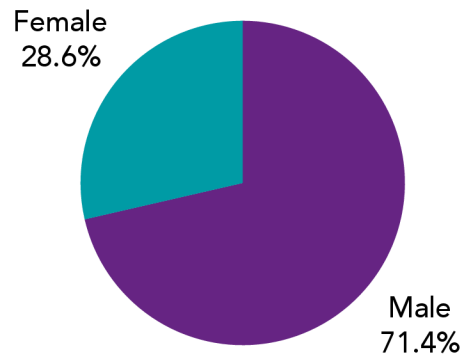
As of the snapshot date of 5 April 2024, 312 (57%) of our workforce were male and 231 (43%) female.



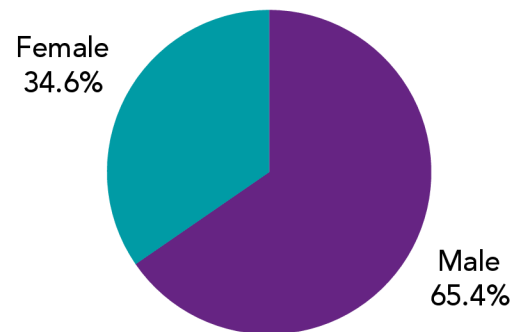
Lower Pay Quartile



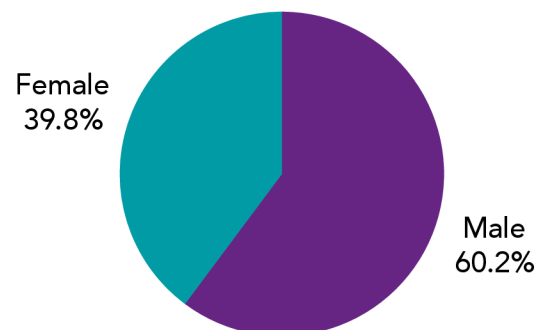
Lower Middle Pay Quartile



Upper Middle Pay Quartile



Upper Pay Quartile



Rachel Taylor
Executive Director of Resources

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