

Gender pay gap

Report relating to 2021



Foreword

At Campus Living Villages UK Limited (CLV), we strive to create a diverse and inclusive environment in which everyone is treated equally and with respect, regardless of their role.

It is our aspiration to attract, retain and develop talent, irrespective of gender, age or background, across all areas of our business and to create the as supportive environment for both our people, as well as our residents.

Lee McLean

UK CEO



What is the gender pay gap?

The gender pay gap refers to the difference between the average earnings of those that identify as men or women employees across an organisation, by reference to both mean and median figures. The pay taken into account includes basic pay, allowances and bonuses paid on the snap-shot date of 5th April 2021.

On 5th April 2021, 46.5% of our employees in the UK were women and 53.5% were men.

Overall, our data shows that on average men are paid more than women with the difference being a median average of 9% which is an improvement on our 2020 figures.

CLV UK gender mean pay gap was 16% which shows a slightly widening gap as compared to the previous report.

During this period, we saw an increase in turnover as the business opened up more fully after the global pandemic, and we increased the numbers of variable and night shift Customer Service Advisors whose salaries take into account such things as working unsociable hours/permanent nights. Whilst we have endeavoured to employ both males and females in these roles, there are proportionally more male candidates currently attracted to this type of opportunity.

We remain committed to rewarding our employees equitably based on the job they do and not on other factors and will be reviewing how we can attract more female candidates to roles where they are currently under-represented.

16%

Mean gender pay gap in hourly pay
(2020: 9%)

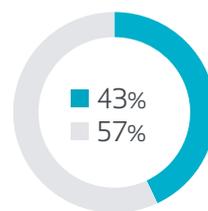
9%

Median gender pay gap in hourly pay
(2020: 12%)

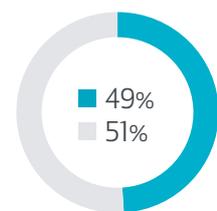
Gender representation in each quartile

When calculating gender pay gap data, the quartiles are calculated by listing all employees' earnings in order and splitting them into four groups. This then allows you to calculate the proportion of men and women in each quartile. The four quartiles are as follows:

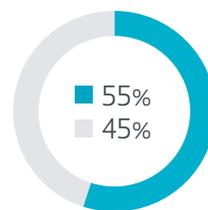
■ Male ■ Female



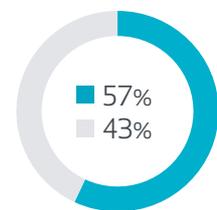
Lower hourly pay



Upper lower hourly pay



Upper middle hourly pay



Upper hourly pay

Our pay gap has remained broadly the same as 2020. The majority of our lower quartile earners tend to be women, typically working in housekeeping roles. At the time of the report, the entry level rate for these roles was the living wage. In 2021, our aim is to progressively move away from using national minimum pay rates to a more appropriate level of pay, becoming a living wage employer over a period of time.

When we recruit for all our roles, we use gender-neutral processes with the aim of trying to encourage a more even gender split where any gender is under-represented.

How about bonus pay?

The report also identifies the difference in the number of men and women and any bonuses paid in the relevant period, we can see that in 2021, the percentage of males and females who received bonus payments.*

67.15% **Mean Gender pay gap using bonus pay**
(2021: 43%)

13.1% **Median Gender pay gap using bonus pay**
(2021: -9%)

CLV operates a very limited discretionary bonus scheme and only a small number of bonuses were paid during the period, as a consequence of the global pandemic and the impact on business performance.

Analysis shows that during 2021, only 1.6% of our female population received bonus pay compared to 3.4% males. It is anticipated that when economic conditions improve, we will see a reduction in both the mean and median gender bonus pay gaps, as these figures were distorted in this reporting period due to the very small number of bonuses paid.

Our Commitment

We are absolutely committed to providing an inclusive workplace in which every employee is valued, respected and able to progress based on merit.

The steps we have already taken to better support women throughout their careers have already had an impact, and we will continue these initiatives to improve female representation and to ensure all our employees are aware of the opportunities available to them during their career.

We have seen a number of females promoted throughout the company, at all levels.

As an organisation, we are committed to achieving gender parity. We will continue to develop and improve our recruitment and retention methods to ensure that female employees are able to progress into roles across the company, including into senior and executive positions.

*In accordance with the government-required format, the bonus measurement includes commission, sales incentives, other allowances (such as relocation allowances) and bonus payments.