

LEEDS CASTLE GENDER PAY GAP REPORT

Under new legislation that came into force in April 2017, all UK employers with more than 250 employees are required to publish their gender pay gap. Our report combines Leeds Castle Foundation and its trading subsidiary Leeds Castle Enterprises Limited.

The Gender Pay Gap is defined as the difference in the average pay between men and women. This is expressed as a percentage of men's earnings.

The Gender Pay Gap differs from the issue of Equal Pay which deals with the pay differences between men and women who carry out the same job, similar job or work of equal value.

Organisations are required to publish the results based on the following:

- The mean gender pay gap
- The median gender pay gap
- The mean gender bonus gap
- The proportion of men and women receiving a bonus
- The proportion of men and women in each of the four pay bands

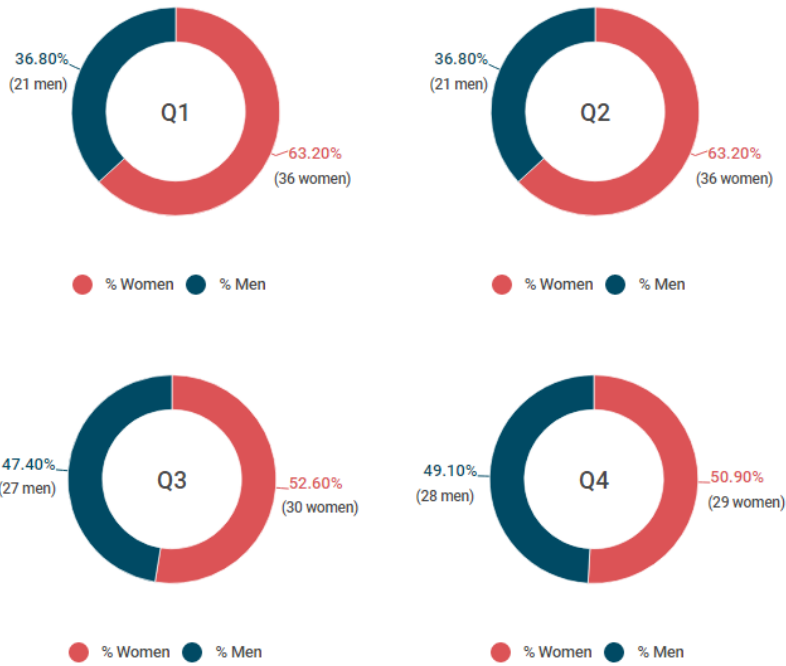
To better understand this reporting it is helpful to remember that the:

Mean, is the average where you add up all the numbers and then divide by the number of numbers.

Median, is the middle value in the list of numbers

SNAPSHOT, QUARTILES AND DIMENSIONS REPORTING

The chart below sets out the gender distribution across Leeds Castle in four equally sized quartiles.



Basic Pay – difference in average pay between men and women



Bonuses – difference in average bonus paid between men and women who receive a bonus



The Gap and our understanding of it.

The gender distribution across the four pay quartiles show that women’s pay is higher than men’s in the lower and lower middle quartiles and within 5 percentage points in the upper middle and less than 2% in the upper quartile.

In common with many other companies our gender pay gap is driven by employing more males than females at a senior level. However in the lower half of the pay bandings, females are paid higher than males.

Similarly, the bonus gap is driven because at the time of reporting our three most senior positions are held by men.