

Persimmon Group Gender Pay Gap Report 2023

Persimmon and the Gender Pay Gap reporting requirements

This is the seventh Gender Pay Gap Report published by Persimmon and it relates to the 'snapshot date' of 5 April 2023.

We are reporting separately on the gender pay gap for Persimmon Plc and Persimmon Homes Limited. Additionally, and for year on year comparison, we shall also report on the gap for the Persimmon Group, which includes data from Persimmon Plc, Persimmon Homes Limited and Space4 Limited, a wholly owned subsidiary that employs less than 250 people.

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ("the Regulations") we have measured six key metrics calculated on the snapshot date.

Those metrics are:

- The difference in mean hourly rate of pay of men and women, expressed as a percentage;
- The difference in median hourly rate of pay of men and women, expressed as a percentage;
- The difference in mean bonus pay of men and women, expressed as a percentage;
- The difference in median bonus pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay; and
- The proportion of men and women in each of the four quartile pay bands.

Persimmon Homes Limited

Persimmon Homes Limited employs all the directly employed staff who are engaged in our house building activities, which comprises managers, operatives, trades people and sales staff on development sites, plus a wide range of senior managers, technical professionals and administrators in our 30 regional offices. These employees are a mix of salaried and weekly-paid.

Employees at the snapshot date

4,728
(2022: 4,651)

This represents 88% of Persimmon Group employees, (2022: 90%)

Hourly rate of pay

	2023 %	2022 %
Difference in Mean Hourly Rate of Pay	15	17
Difference in Median Hourly Rate of Pay	11	14

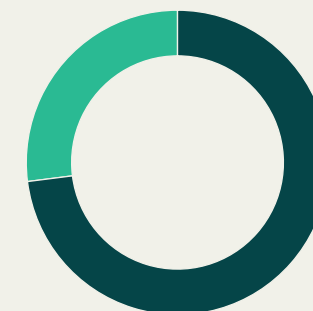
	2023 Male %	2022 Male %	2023 Female %	2022 Female %
Quartiles				
Lower	64	62	36	38
Lower Middle	74	72	26	28
Upper Middle	73	75	27	25
Upper	81	82	19	18

The quartiles show how many men and women are in each quarter of our payroll.

Bonus pay

	2023 %	2022 %
Difference in Mean Bonus Pay	12	7
Difference in Median Bonus Pay	21	18

Persimmon Homes Limited Gender balance



Male	73%
Female	27%

2022: Male 73%, Female 27%

Percentage in receipt of bonus

Male 70%
(2022: 71%)

Female 91%
(2022: 87%)



Persimmon Plc

Persimmon Plc employs a range of employees who provide professional, technical and administrative support from the centre to the whole of the Persimmon Group. It also employs the executive directors and the most senior managers within the Group, who are predominantly male. All the people employed by Persimmon Plc are salaried employees.

Employees at the snapshot date

555
(2022: 430) This represents 10% of Persimmon Group employees (2022: 8%).

Hourly rate of pay

	2023 %	2022 %
Difference in Mean Hourly Rate of Pay	28	22
Difference in Median Hourly Rate of Pay	24	24

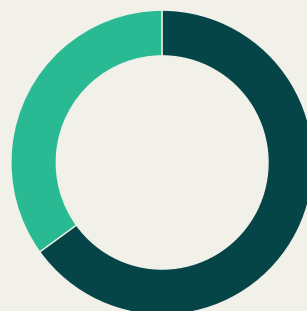
Quartiles	2023 Male %	2022 Male %	2023 Female %	2022 Female %
Lower	46	54	54	46
Lower Middle	67	67	33	33
Upper Middle	74	78	26	22
Upper	72	74	28	26

The quartiles show how many men and women are in each quarter of our payroll.

Bonus pay

	2023 %	2022 %
Difference in Mean Bonus Pay	65	66
Difference in Median Bonus Pay	31	25

Persimmon Plc Gender balance

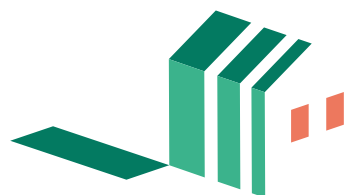


Male	65%
Female	35%

2022: Male 68%, Female 32%

Percentage in receipt of bonus

Male 89% (2022: 84%)
Female 84% (2022: 85%)



The Persimmon Group

The Persimmon Group includes all the employees from Persimmon Homes Limited and Persimmon Plc, plus an additional 73 employees from Space4 Limited, which is a manufacturing company producing timber frame components.

Employees at the snapshot date

5,356
(2022: 5,146) This represents 100% of Persimmon Group employees.

Hourly rate of pay

	2023 %	2022 %
Difference in Mean Hourly Rate of Pay	15	16
Difference in Median Hourly Rate of Pay	10	14

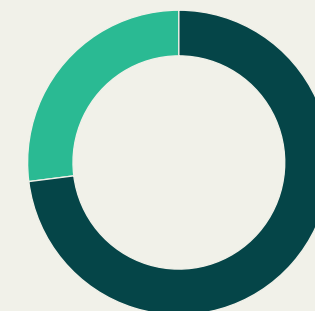
Quartiles	2023 Male %	2022 Male %	2023 Female %	2022 Female %
Lower	63	62	37	38
Lower Middle	75	73	25	27
Upper Middle	73	74	27	26
Upper	80	82	20	18

The quartiles show how many men and women are in each quarter of our payroll.

Bonus pay

	2023 %	2022 %
Difference in Mean Bonus Pay	23	22
Difference in Median Bonus Pay	22	17

Persimmon Group Gender balance



Male	73%
Female	27%

2022: Male 73%, Female 27%

Percentage in receipt of bonus

Male 71% (2022: 72%)
Female 91% (2022: 87%)



Overview

Male to female ratios remained the same as the prior year, with 73% of the employee population being male, and 27% female. While the overall gender balance for Persimmon has improved slightly over the last few years, the imbalance in the number of men and women throughout the organisation remains one of the primary causes of our gender pay gap.

The construction industry has historically been more attractive to men than women, however unlike the wider construction sector, house builders such as Persimmon have significant sales functions that traditionally employ more women.

The most representative set of figures that the Company publishes are those for Persimmon Homes Limited. Not only do they account for the majority of our employees they also represent all the colleagues in our core house building operations. The median pay gap for employees in Persimmon Homes Limited has decreased from 14.4% to 11.1%.

Persimmon Homes comprises of 30 operating businesses, all of which have a board of directors, headed up by a Managing Director. There are a number of female directors across these businesses and one female MD. In contrast a number of apprentices have been recruited into Persimmon Homes, who are predominantly male and this has contributed to the overall drop in the median hourly rate of pay for males across the Group.

The median bonus gap for 2023 in Persimmon Homes Limited has increased from 18.3% in 2022 to 21% in 2023. This is due to higher bonus payouts in 2023 compared to 2022, and the higher number of senior roles held by male employees.

At a group level, female pay (both mean and median) accelerated more than male pay year on year. The recruitment of a number of females into senior Plc roles has made a large contribution to this, together with the tiered pay review implemented in July 2022 which saw higher increases being given to those paid the least.

The Gender Pay Gap – our activities

The Company recognises that reducing the gender pay gap will require a concerted commitment over an extended period. However, we are pleased to report that during this year we have continued with a number of initiatives and changes introduced with the objective to accelerate the pace of that commitment. An overview of activities is provided below and we are currently developing an updated D&I strategy to confirm our priorities for the next three years.

Training

One of our key priorities in the first two years of activity was the provision of training, and we have now concluded the first roll-out of two courses, tailored to our regional leadership teams and site-based employees respectively.

- **Inclusive Leadership:** This half-day course has now been delivered to over 200 colleagues in leadership roles, principally those in the operating companies.
- **Positive Workplace:** 25 sessions have now been delivered for 450 site employees across all regions, with a focus on banter, bullying and harassment, linked to mental health in addition to inclusion more broadly.
- **Induction:** A new D&I Foundations e-learning course is being finalised which will form part of the mandatory onboarding for new employees and will explain why D&I is important and the part they can play in developing a more inclusive culture.
- **D&I Essentials:** To guide employees easily to all D&I training resources a specific section in the Learning Management System has been created, which hosts all the current D&I courses, including new topics such as neurodiversity and menopause awareness for line managers.

Attraction

Inclusive Recruitment

To make a tangible change to the composition of the workforce we need to attract more diverse applicants and ensure our entire recruitment and appointment process is professional and inclusive. This is a key strand of the 2024-2027 strategy and is being spearheaded by training for all hiring managers, commencing in the new year.

Ambassadors

To support the attraction of more diverse applicants the Persimmon Ambassador scheme utilises current employees to raise awareness in their local communities of the range of roles available in home-building and to encourage school children and college students to consider the career pathways available.

Communication and Awareness

During 2023 we have recognised a range of key events in the D&I calendar, including World Autism Week, Mental Health Awareness Week, International Women's Day, Pride, and World Menopause Day, and will be ending the year with communications in December to recognise the International Day of Persons with Disabilities.

Women's Network

A key objective in both the talent and D&I agendas is to increase the number of women in the business generally and in senior roles more specifically. To help support this we launched the Persimmon Women's Network on International Women's Day in March and have held six webinars since then, which have been well supported by a range of employees, both male and female.

Finally, we are continuing to support flexible working for all those occupations where it is practicable, which for us is predominantly in our offices. Whilst this has appealed to all our colleagues, we are aware that it has been particularly well received by those who have child-care arrangements to consider. We also provide enhanced maternity and paternity pay.

Much work still needs to be done to improve the gender pay gap across Persimmon, but despite the traditional dominance of men in the construction industry we remain confident that our activities and initiatives will begin to have the effect of narrowing the gap in the short to medium term.

Accuracy statement

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the Regulations.

Lisa Mortleman
Group HR Director

