

Persimmon Group Gender Pay Gap Report 2024

Persimmon and the Gender Pay Gap reporting requirements

This Gender Pay Gap Report relates to the 'snapshot date' of 5 April 2024.

We are reporting separately on the gender pay gap for Persimmon Plc and Persimmon Homes Limited. Additionally, and for year on year comparison, we 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 29 regional offices. These employees are a mix of salaried and weekly-paid.

Employees at the snapshot date

3,898
(2023: 4,728)

This represents 87% of Persimmon Group employees, (2023: 88%)

Hourly rate of pay

	2024 %	2023 %
Difference in Mean Hourly Rate of Pay	21	15
Difference in Median Hourly Rate of Pay	22	11

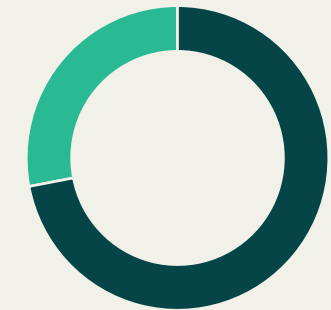
Quartiles	2024 Male %	2023 Male %	2024 Female %	2023 Female %
Lower	49	64	51	36
Lower Middle	75	74	25	26
Upper Middle	80	73	20	27
Upper	84	81	16	19

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

Bonus pay

	2024 %	2023 %
Difference in Mean Bonus Pay	27	12
Difference in Median Bonus Pay	24	21

Persimmon Homes Limited Gender balance

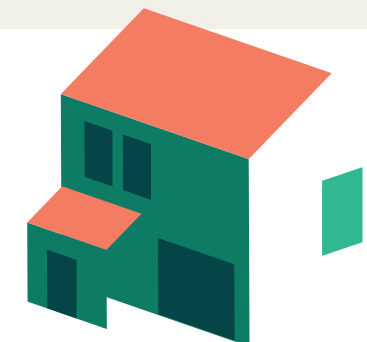


Male	72%
Female	28%

2023: Male 73%, Female 27%

Percentage in receipt of bonus

Male 70% (2023: 70%)
Female 94% (2023: 91%)



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

521
(2023: 555) This represents 12% of Persimmon Group employees (2023: 10%).

Hourly rate of pay

	2024 %	2023 %
Difference in Mean Hourly Rate of Pay	20	28
Difference in Median Hourly Rate of Pay	21	24

Quartiles	2024 Male %	2023 Male %	2024 Female %	2023 Female %
Lower	47	46	53	54
Lower Middle	65	67	35	33
Upper Middle	74	74	26	26
Upper	69	72	31	28

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

Bonus pay

	2024 %	2023 %
Difference in Mean Bonus Pay	51	65
Difference in Median Bonus Pay	24	31

Persimmon Plc Gender balance



Gender	Percentage
Male	64%
Female	36%

2023: Male 65%, Female 35%

Percentage in receipt of bonus

Male 91% (2023: 89%)
Female 92% (2023: 84%)



The Persimmon Group

Persimmon Group includes all the employees from Persimmon Homes Limited and Persimmon Plc, plus an additional 63 employees from Space4 Limited, which is a manufacturing company producing timber frame components.

Employees at the snapshot date

4,482
(2023: 5,356) This represents 100% of Persimmon Group employees.

Hourly rate of pay

	2024 %	2023 %
Difference in Mean Hourly Rate of Pay	18	15
Difference in Median Hourly Rate of Pay	21	10

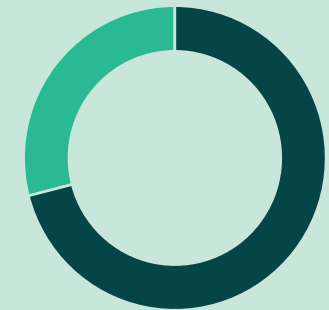
Quartiles	2024 Male %	2023 Male %	2024 Female %	2023 Female %
Lower	51	63	49	37
Lower Middle	74	75	26	25
Upper Middle	80	73	20	27
Upper	81	80	19	20

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

Bonus pay

	2024 %	2023 %
Difference in Mean Bonus Pay	33	23
Difference in Median Bonus Pay	24	22

Persimmon Group Gender balance

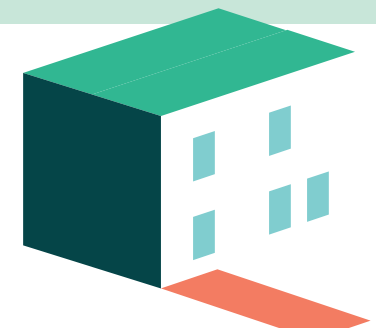


Gender	Percentage
Male	71%
Female	29%

2023: Male 73%, Female 27%

Percentage in receipt of bonus

Male 71% (2023: 71%)
Female 94% (2023: 91%)



Overview

While the overall gender balance for Persimmon has improved 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.

Persimmon Homes comprises 29 operating businesses, all of which have a board of directors, headed up by a Managing Director ("MDs"). There are a number of female directors across these businesses and two female MDs (one in 2023).

The most representative set of figures that the Company publishes is 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 increased from 11% to 22%. However this is primarily due to a change in the demographic of the workforce rather than any changes in the way our male and female populations are paid. There has been a reduction in headcount of circa one fifth of our weekly-paid population, which is primarily comprised of lower-paid roles, the overwhelming majority of which are occupied by men. This has led to average and median pay for males increasing significantly, driving an increase in the gender pay gap calculation.

The median bonus gap for 2024 in Persimmon Homes Limited has increased slightly from 21% in 2023 to 24% in 2023. This is due to higher bonus payouts in 2024 and the higher number of senior roles held by male employees.

At a Group level, the median pay gap has increased from 10% to 21%. This is in line with and driven by the change in demographics referred to above. This is in contrast to the position at Persimmon Plc where the median pay gap has reduced from 24% to 21%. This reflects an increase in the number of senior roles which are held by women.

The Gender Pay Gap – our activities

The last four years have seen incremental increases each year in the percentage of female employees, rising from 26% in 2021 to 31% by the end of 2024. There has also been an increase in the number of women in senior roles. We are taking a range of actions to accelerate these trends:

- Identifying female talent through the Talent Review process;
- Developing them through our high potential and leadership programmes;
- Investing in individual coaching and externally delivered programmes;
- Utilising mentors and facilitating new contacts across the Group;
- Targeting females in our graduate and apprentice recruitment;
- Launching divisional women's network activities to supplement the Persimmon Women's Network;
- Reviewing and improving site facilities for women.

These activities are part of our long-term strategy but we are already seeing the impact through an increase in the number of women being promoted across the Group, and also in the diversity of roles which they hold. This is occurring across all functions, and not just in the traditionally predominant functions of sales and customer.

Women are significantly under-represented in site roles, and tackling this will continue to be a key area of focus. In addition to targeted recruitment and showcasing the achievements of current female site employees, there is an initiative with the Schools Outreach Company and we are planning a more strategic approach to apprenticeships.

As part of business as usual we are also continuing with a range of activities including our Women's Network, training on inclusive leadership and inclusive recruitment, as well as supporting flexible working for all those occupations where it is practicable. 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
Chief Human Resources Officer

