



# GENDER PAY GAP REPORT 2024



## Introduction

Further to Barratt Developments UK acquisition of Redrow to form Barratt Redrow, we remain committed to creating a workplace where every employee feels supported, respected, and valued. As we now focus on our growth in this new chapter, we strengthen our collective ability to succeed by embracing the diverse talents and perspectives that each individual brings to the table – ensuring that fairness and inclusion persist at the heart of our shared success.

Through our work as Barratt Redrow, we are not only committed to fostering equal opportunities to thrive, but also to inspire the next generation of females to join our industry. By championing fairness, representation, and opportunity, we aim to set a powerful

### **Matthew Pratt**

Group Chief Executive  
January 2025

example and pave the way for greater gender diversity and equality in the workplace.

We are very proud that 89% of our employees are clear about their role in supporting ED&I within the business and 86% feel their manager promotes ED&I – helping to ensure that all colleagues feel part of this movement.

I am pleased to publish the 2024 gender pay gap report for Redrow Homes and confirm that the data is accurate. It is also important to note that the data presented in this report represents Redrow Homes results prior to the acquisition of Redrow to create Barratt Redrow.



## Our results

Redrow Gender Pay Gap Report 2024

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### Gender pay gap

Hourly pay

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**Mean: 21.7% | Median: 2.9%**

The gender pay gap is defined as the difference between the mean and median hourly rate of pay for male and female employees. The gap is identified above.

The mean pay gap is the difference between the average hourly earnings of men and women and the median pay gap is the difference between the midpoints in the ranges of the hourly earnings of men and women.

### Gender pay gap

Bonus pay

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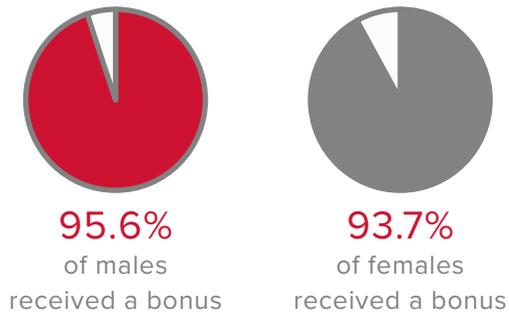
**Mean: -24.3% | Median: -1.9%**

The figures above display the difference between the mean and median bonus payments for male and female employees.

## Our results

Redrow Gender Pay Gap Report 2024

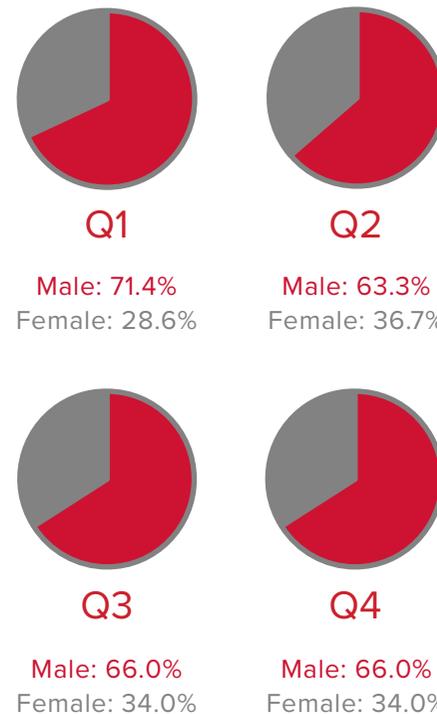
### Proportion of males and females receiving a bonus:



The figures above display the proportion of males and females within the company who received a bonus.

Every employee of Redrow Homes Limited receives a bonus and the results are due to the timing of the payments, which means that the bonus payments made to some employees did not fall within the relevant reference pay period for the purposes of these calculations.

### Proportion of males and females in each pay quartile:



● Male  
● Female

In order for us to understand how the gender balance impacts pay, we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from highest to lowest and then grouped into 4 equal quartiles (Q1 being the upper quartile and Q4 being the lower quartile).

## Our results

Redrow Gender Pay Gap Report 2024

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### Gender pay gap: **Mean: 21.7%** | **Median: 2.9%**

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The role of our leaders remains key to driving change which is why a dedicated masterclass is available to our leadership across the business to help them manage change and create an inclusive culture. Our talent pipelines, including graduate programmes, demonstrate our emphasis on diversity with a higher gender and ethnicity split achieved this year, as well as our attraction campaigns resulting in increases in diverse applications.

At Barratt Redrow we are determined to continue addressing gender and ethnicity pay gaps while fostering a culture of fairness and support. By ensuring that all colleagues have equal opportunities, we aim to create a workplace where everyone can realise their full potential

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