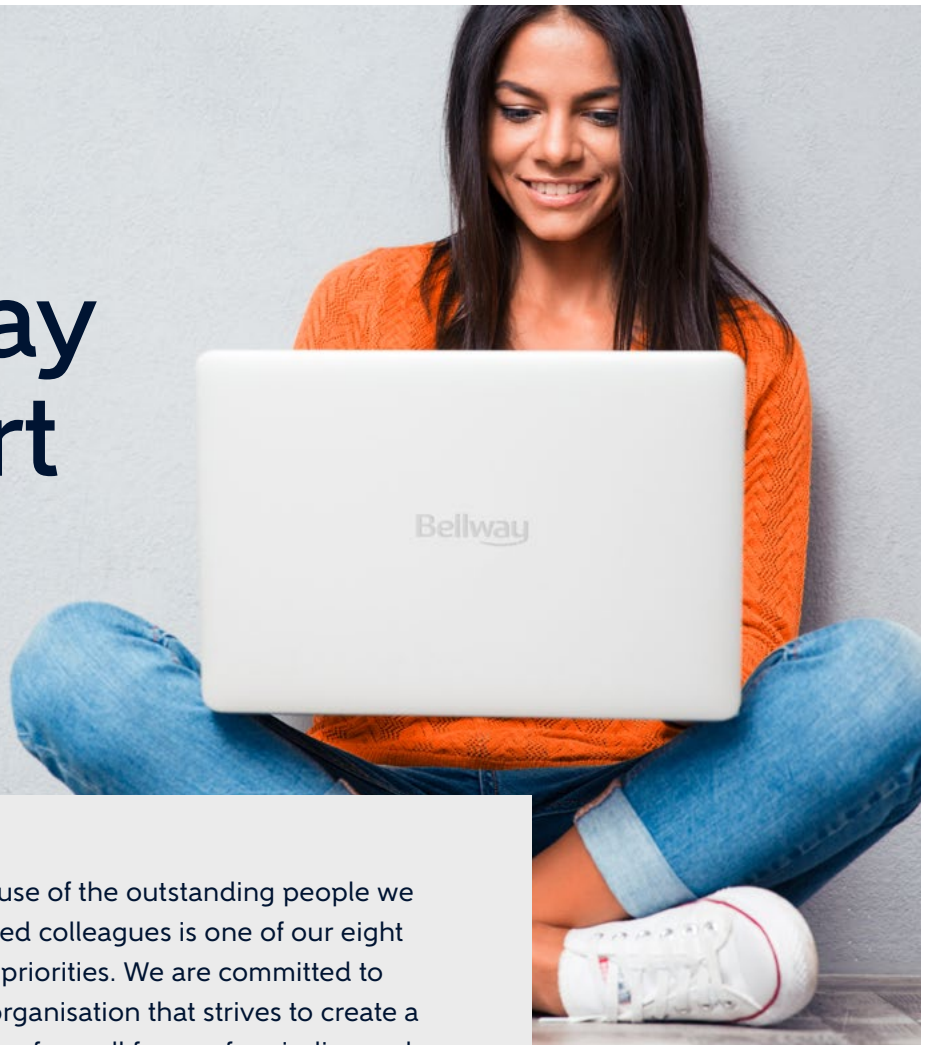




Gender Pay Gap report 2021



Bellway’s success is only possible because of the outstanding people we employ. Attracting, and retaining talented colleagues is one of our eight ‘Better with Bellway’ strategic business priorities. We are committed to being an open, diverse, and inclusive organisation that strives to create a working environment that is fair, and free from all forms of prejudice and discrimination. We are committed to improving diversity within our business through the active collection and monitoring of gender pay data.

How our Gender Pay Gap is calculated

The mean pay and bonus gap, compares the average hourly pay and bonus for a male employee against the average hourly pay and bonus for a female employee, across the whole company.

The median pay and bonus gap, represents the middle point. The median pay and bonus gap compares the pay and bonus of the male employee and the female employee who occupy the middle position when ranked in order of pay or bonus.

Our Gender Pay Gap

In line with Gender Pay Gap Regulations, we present our Gender Pay Gap report for 2021 for Bellway Homes Limited which is the principal employer of the Bellway p.l.c. group of companies.

The following calculations are based on the data at the ‘snapshot date’ of 5th of April 2021 and bonuses paid over the preceding 12 months:

Gender Pay Gap 2021

Mean 9.5%
Median 21.1%

Change from last year

-6.3% +2.5%

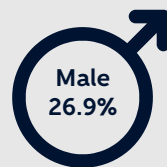
Gender bonus pay gap 2021

Mean -52.1%
Median -168.7%

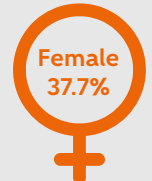
Change from last year

-61.3% -169.8%

Proportions of employees who receive bonus pay 2021



Change from last year -37.9%



Change from last year -41.8%

Our pay gap

Our mean gender pay gap has reduced to 9.5% (2020 - 15.8%), which is lower than the national average of 15.4% (Office of National Statistics). Our median gender pay gap has increased to 21.1% (2020 - 18.6%).

We continue to have a gender pay gap because there are fewer females in senior roles. However there is positive evidence again this year, from the movement in the quartiles (see below), that more females are being recruited and/or promoted into senior roles. This is one of our key performance indicators and we have a target of 25% of the senior leadership to be female by July 2025 (currently 81.5% male and 18.5% female).

The construction industry has historically attracted men and so those in senior positions, where significant industry experience is required, tend to be male. We continue to remain focused on attracting more diverse talent across all roles with a specific focus on increasing the number females in senior roles.

Our bonus pay gap

Our mean bonus pay gap has reduced to -52.1% (2020 - 9.2%) and our median bonus pay gap also reduced to -168.7% (2020 - 1.2%).

As a result of COVID-19 and the uncertainty that this created, annual bonuses were not paid to the vast majority of employees for the 2020 financial year which accounted for the significant change in the results. The executive directors did not receive any annual bonus payment either. There was a smaller proportion of employees who received a bonus, which included; Sales Advisors received commission payments and our on-site (trades and labour) continued to receive their weekly production bonuses.

Proportion of employees who received a bonus

The overall proportion of employees who received a bonus reduced significantly in comparison to the previous year. As noted above, annual bonuses were not paid to the vast majority of the workforce, which has resulted in the significant change in the scores.

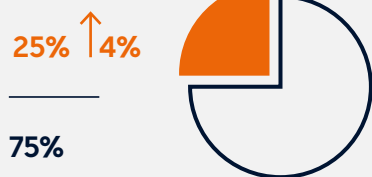
A higher proportion of female employees received a bonus (females - 37.7% / males - 26.9%). The reason for this, as noted above is that Sales Advisors continued to receive commission payments and 82% of our Sales Advisors are female.

Proportions of employees in each pay quartile

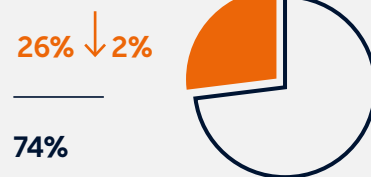
□ Male
■ Female

Bellway

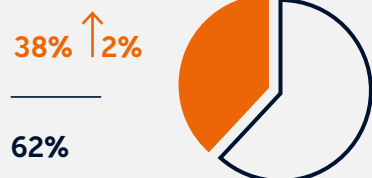
Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



The quartiles represent the pay rates across Bellway from the lowest to the highest, split into four equal groups.

Female representation has improved in the upper quartile and lower middle quartile.

Increasing the number of female apprentices and graduates into entry site and professional roles is key to support improving female representation overall and provide a pipeline for future management and leadership roles.

2020

Upper quartile
F - 21%
M - 79%

Upper middle quartile
F - 28%
M - 72%

Lower middle quartile
F - 36%
M - 64%

Lower quartile
F - 36%
M - 64%



What we are doing to try to close the gap

During the last 12 months we have carried out the following activities to help with closing the gap and improving diversity within Bellway as a whole:

- We continue to deliver diversity and inclusion training to all employees.
- We continue to reinforce the message with our recruitment partners that we are actively seeking to encourage recruiting a more diverse range of candidates.
- We continue to focus on the number of women in senior roles as part of our succession planning.
- We continue to roll out Mental Health First Aid training to our employees and we also commenced the delivery of mental health awareness training.
- As mentioned above, we continue to monitor our KPI relating to the number of women in the senior management team. Our current level is 81.5% male and 18.5% female.
- We have launched our first diversity and inclusion focus group called 'Balance', focused on improving gender diversity across the business.
- We launched a new Agile Working Policy, which provides employees with flexibility to work from home.
- We continue to deliver our Senior Leaders Development Programme focused on inclusive leadership, effective team working and communication and succession planning.
- We are engaged with over 280 schools as part of a structured school outreach programme to provide education and awareness of careers in housebuilding.
- We contribute to industry-wide discussions on diversity and inclusion.

In addition to continuing our activities above, we plan to do the following in the next 12 months:

- Our new strategy, 'Better with Bellway' embodies our approach to responsible and sustainable business practices. Becoming an 'Employer of Choice' is a flagship priority for the business with diversity and inclusion being a key part of this strategy.
- We will launch our new diversity and inclusion strategy, which will include implementing Clear Assured to assist us in delivering this strategy.
- We will launch an accredited leadership and management programme, focused on developing and supporting women into senior leadership roles.
- We will continue to focus on early years talent and we plan to recruit 100 new apprentices and graduates this year.
- We will roll-out recruitment training for all hiring managers focused on inclusive hiring.
- We plan to expand the diversity and inclusion data we collect about employees to understand our workforce better.
- We will launch further diversity and inclusion focus groups.

The gender pay gap data is based on the hourly pay rate calculations for all of our 2,938 full-pay relevant employees and includes salary (after salary sacrifice), car allowance, travel allowance and any bonus or commission paid in the pay period ending 5th April 2021.

The gender bonus pay gap data for bonuses paid in the year up to 5th April 2021 includes bonus, commission and income taxable proceeds on the exercise of discretionary long term incentive share awards.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 5th of April 2021.

Jason Honeyman

Jason Honeyman
Chief Executive Officer