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# Gender Pay Gap Report



# FirstPort Gender Pay Gap Report

All UK companies with over 250 employees are required to report on their gender pay gap. As the UK's largest property management company, it's important we understand gender imbalance in our organisation. As a customer focussed business, the diversity of our workforce is important to us.

Gender pay gap reporting measures the difference in the average pay of men and women in an organisation, regardless of the role they carry out. A gender pay gap can be driven by the number of men and women in different roles. Gender pay gap reporting is different from equal pay. We are confident that we offer equal pay for equal work throughout FirstPort.

Snapshot date, 5<sup>th</sup> April 2021



# FirstPort Retirement

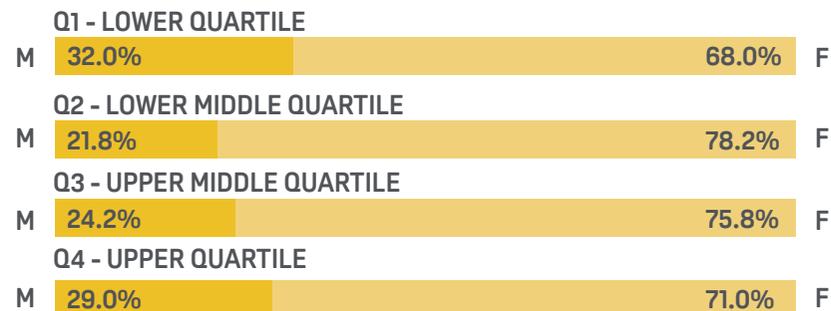
FirstPort Retirement employees are field or site-based, providing property management services across our retirement developments. There is a high proportion of women in this area of our business.

We have a small number of bonus schemes available to employees in Retirement.

Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	6.5%	0.0%
BONUS GAP	41.7%	33.3%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



# FirstPort Property Services

Employees within FirstPort Property Services are predominantly site or field based.

Regional managers and property managers make up the majority of employees in this part of our business and our benchmarked pay scales for these roles ensure equal pay.

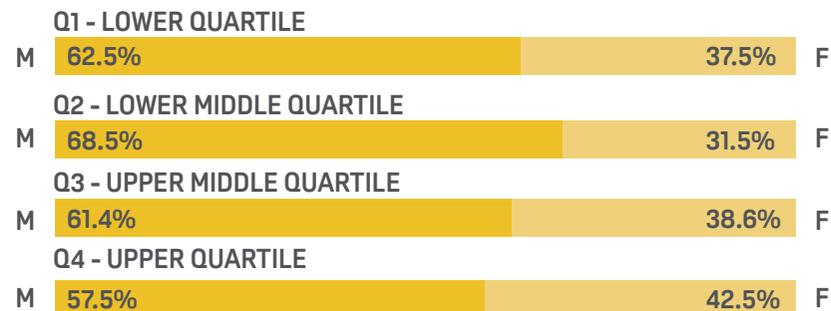
Bonuses are paid to a proportion of these employees based on achieving consistently high results for our property standards measurements. In this period more female employees than male employees received a bonus.



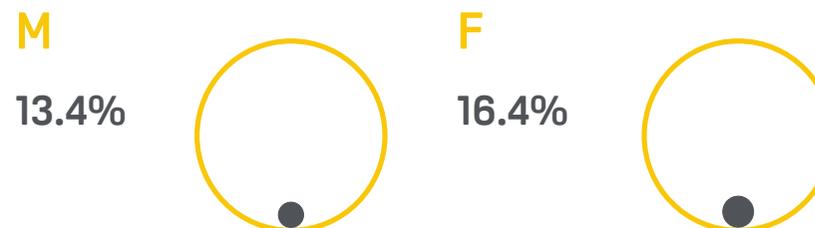
Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	-0.7%	-6.0%
BONUS GAP	28.1%	0.0%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



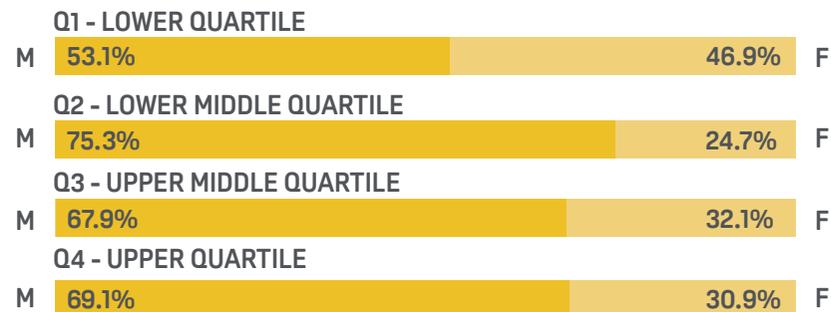
# FirstPort Bespoke Property Services

Our Bespoke Property Service teams are comprised of regional managers, property managers and site-based employees, providing concierge, cleaning, and maintenance services to our customers.

Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	3.6%	1.9%
BONUS GAP	-47.5%	-22.7%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



# FirstPort Limited

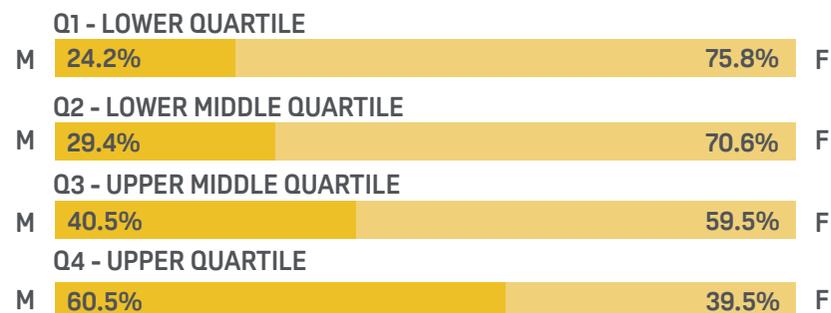
Employees within FirstPort Limited work in a variety of support and back office and management roles.

Whilst there are more women than men in this area, we have work to do to improve the representation in the Upper Quartile.

Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	41.2%	26.9%
BONUS GAP	73.8%	33.3%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



# Mainstay Residential

Mainstay Residential Ltd employees carry out many different and diverse roles across the organisation.

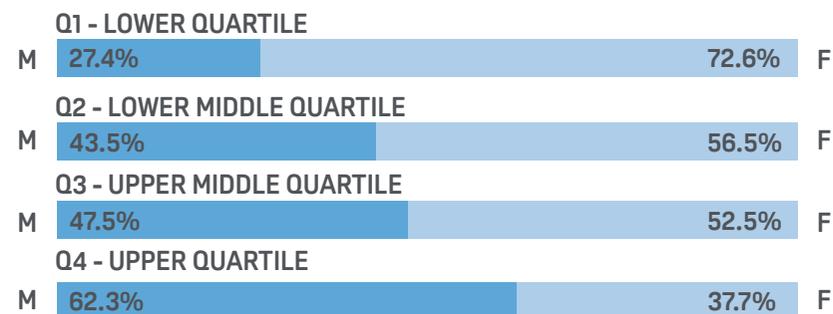
There are a large number of remote working employees as well as office-based employees who provide a range of support based activities for the business.



Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	22.9%	28.0%
BONUS GAP	53.5%	50.0%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



# Mainstay Facilities Management

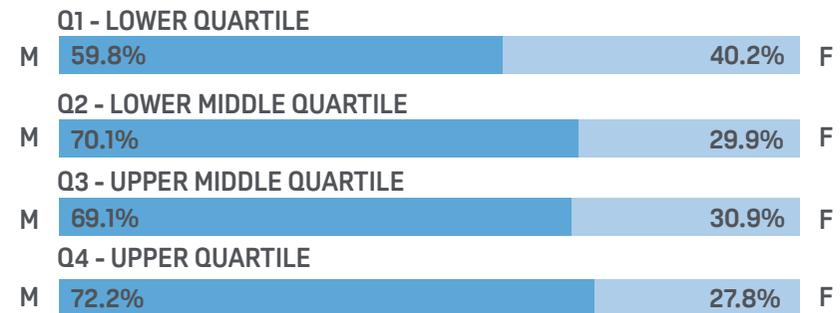
Mainstay Facilities Management employees are generally based on client sites, either located at a single client location or providing mobile services across our portfolio. The employees carry out a variety of roles throughout our organisations.



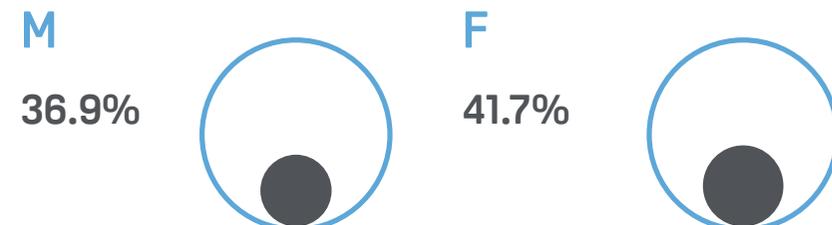
Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	2.4%	1.7%
BONUS GAP	32.5%	19.7%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



# All FirstPort Companies

In addition to these companies, FirstPort is comprised of smaller companies, including Retirement HomeSearch, FirstPort Insurance Services and Mainstay Facilities Management Agency which have less than 250 employees and are excluded from a divisional report but are included in the overall FirstPort Group results

When you take all FirstPort Group companies, the median gender pay gap is 4.9% and the mean gender pay gap is 19.3%.

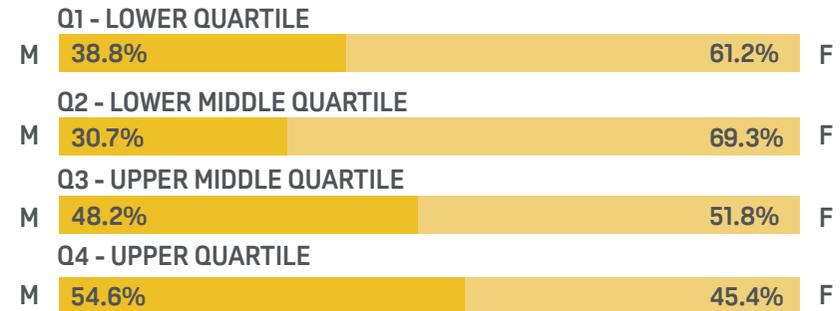
Although we are pleased that we have 45.4% of females in the upper quartile we still have work to do ensuring that we have greater representation in our most senior roles.



Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	19.3%	4.9%
BONUS GAP	69.4%	12.8%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:





This report relates to the period with a snapshot of April 2021. I am pleased that we have hired and promoted a number of women into senior roles in the business since our previous report.

As an organisation we recognise that the representation of diverse talent is a key driver of inclusion and diversity of thinking. It is essential as we move forward that we provide opportunity and development for everyone to succeed in the business.

In 2022, we are concentrating on management and leadership development across the organisation. The goal is to identify and develop pathways for current and future leaders to excel. As we move forward, we hope that this investment in talent will grow our future women leaders from within.

**Nigel Howell**  
Chief Executive