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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. It's important we understand gender imbalance in our organisation, 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 organisation.

*Snapshot date, 5 April 2022*



# FirstPort Retirement

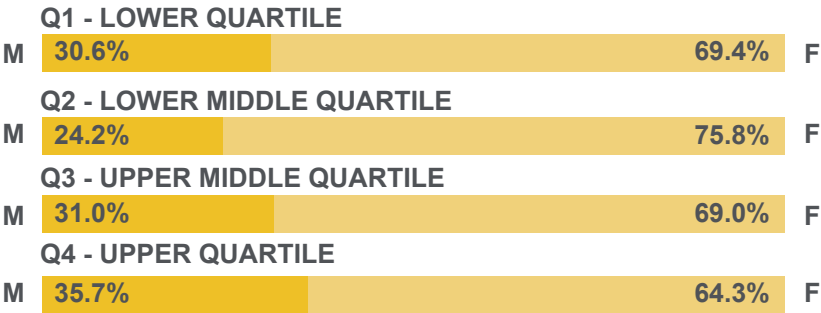
FirstPort Retirement employees are field or site-based, providing property management services across our retirement developments. There is a high proportion of women in this area of our business.

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

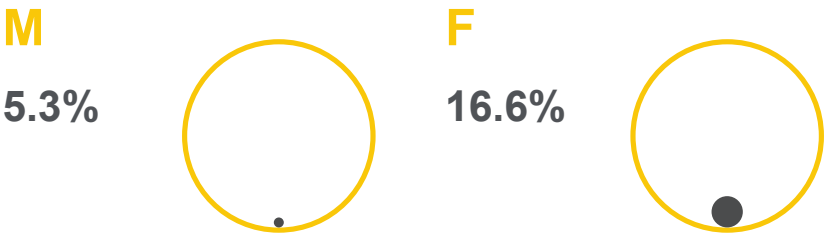
Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	0.6%	2.3%
BONUS GAP	5.0%	0.0%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



# FirstPort Property Services

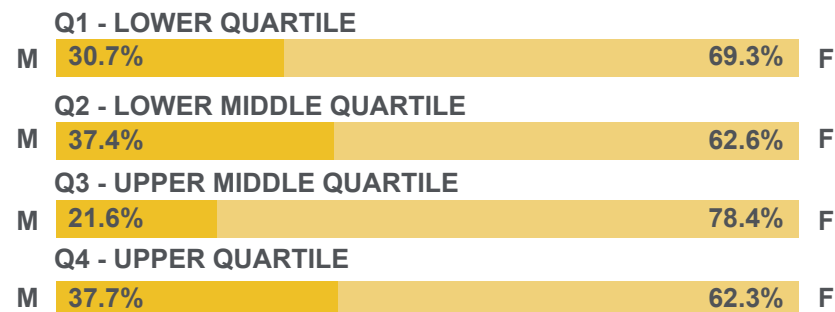
Employees within FirstPort Property Services are predominantly site or field based.

Bonuses are paid to a proportion of these employees based on achieving consistently high results for our property standards measurements.

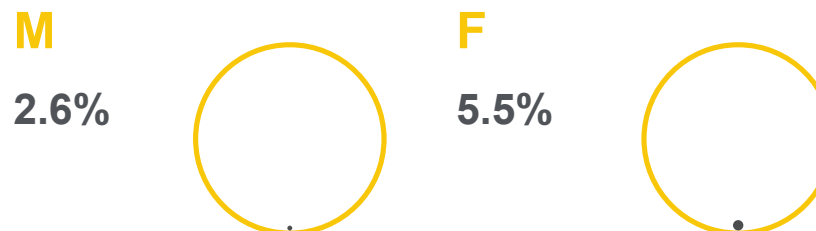
Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	3.0%	0.0%
BONUS GAP	6.5%	0.0%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



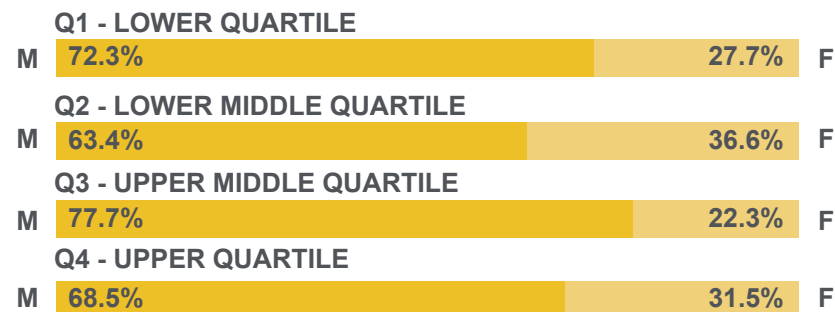
# FirstPort Bespoke Property Services

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.

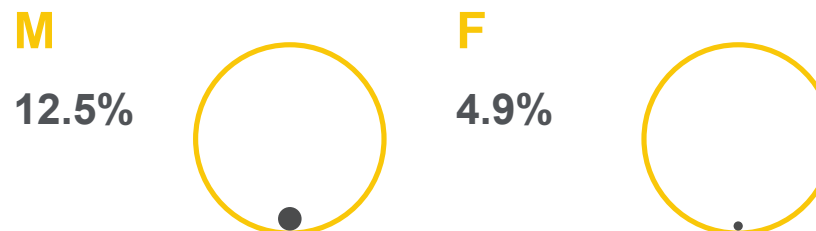
Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	-11.4%	1.7%
BONUS GAP	-4.4%	-60.0%

Proportion of male and female employees according to quartile pay:



% Of employees receiving a bonus:



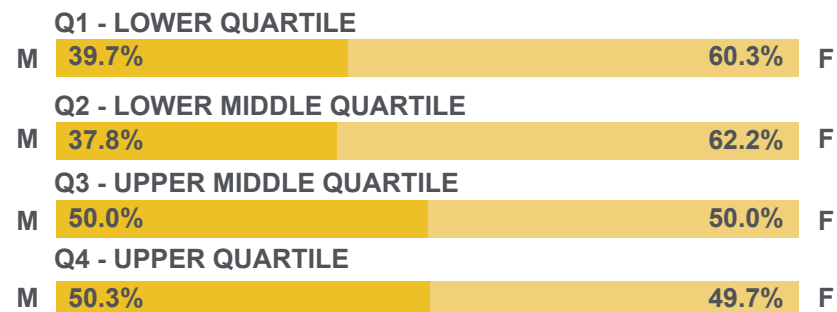
# FirstPort Limited

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

Pay gap and bonus gap between male and female employees:

	MEAN (AVERAGE)	MEDIAN (MIDDLE VALUE)
PAY GAP	47.4%	29.5%
BONUS GAP	68.3%	14.3%

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 2022.

In 2022, we launched new management and leadership development programmes 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 our talent will grow our future women leaders from within.

**Michael Venus**  
*Chief People Officer*

