

# Our 2019 Gender Pay Gap Report

At Kensington we strive to provide an inclusive environment in which opportunities and recognition are equally accessible to all employees; regardless of factors including gender, race, disability, age, sexual orientation, religion, work pattern etc.

Reducing our gender pay gap is a long-term commitment we have undertaken and is underpinned by our company values.

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Pay Gap	31.0%	26.3%
Bonus Gap	60.6%	37.7%

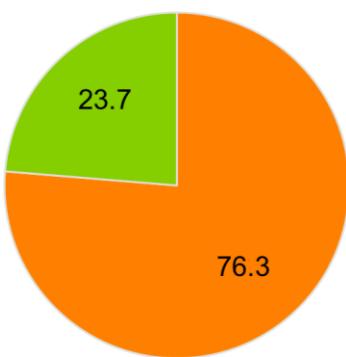
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as paid in the month of April 2019. It also captures the mean and median difference between bonuses paid to men and women at Kensington Mortgages Company in the year up to 30 April 2019, i.e. for the 2018/19 performance year.

## Proportion of colleagues awarded a bonus

76.3%



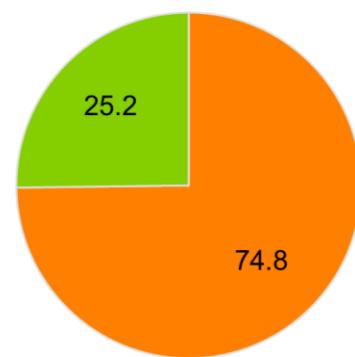
Male



74.8%



Female



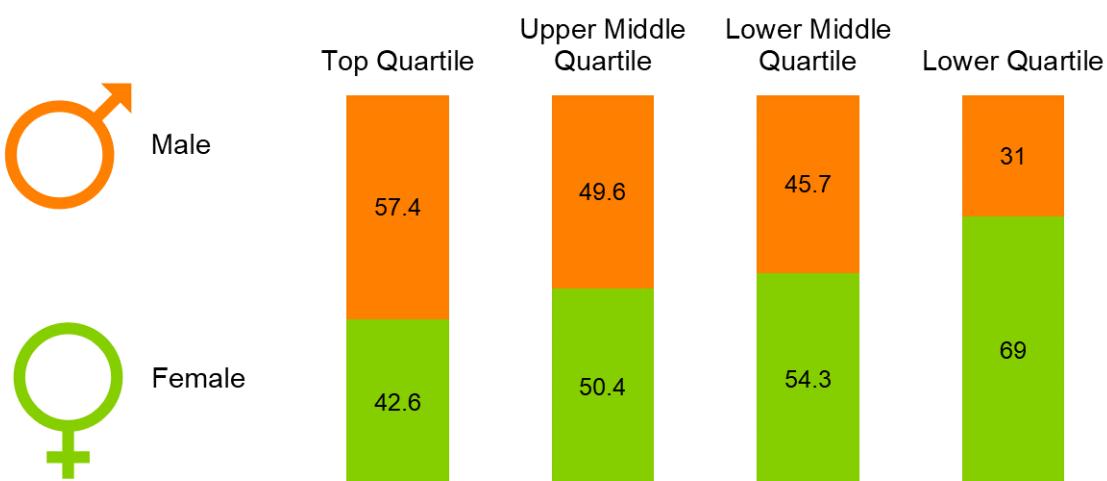
Received a bonus (%)



Did not receive a bonus (%)

This shows a 1.5% difference between the number of men and women being paid a bonus for their performance in 2018/19.

## Pay Quartiles



On the whole, Kensington's gender pay and bonus gaps are consistent with our business sector. However, the gaps are not where we want them to be and we are taking positive action to improve them.

A program of activity focused on Diversity and Inclusion ('D&I') is underway. We will:

- place focus on the gender balance of recruitment shortlists, particularly in the areas of our business where over/under representation of females exists;
- increase awareness and remove limitations to the take up of our suite of 'Family Friendly' policies so that they are more equally consumed by men and women;
- provide training and coaching to all employees to increase awareness of the benefits of having a diverse and inclusive workforce and create an environment where we can break down barriers and bring about positive cultural change;
- collect the data we would like to have from our employees to provide better D&I insights.

2019 is our third year of Gender Pay Gap reporting with the prior two years published under our previous name, 'The Northview Group'. I confirm the data reported is accurate to the best of our knowledge and independently calculated by a third party.

Mark Arnold

Chief Executive Officer

23 January 2020