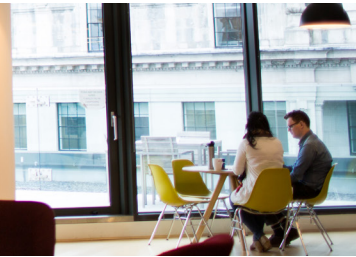


# UK Gender Pay Gap Statement



## Our commitment:

Acuris is committed to equal opportunities in the workplace. We aim to create an inclusive environment in which everyone feels able to reach their potential based on individual merit and contribution.

## Why is there a gap?

We believe that our gender pay gap is the result of a higher proportion of males (70%) in management positions, this can be seen in the graph opposite 'Gender pay proportion by pay group.'

We regularly review compensation across the group and are confident that males and females receive equal pay for equivalent roles.

## Actions we are taking:

- *Management appointments:* We run development programmes, including mentoring and "job tasters", which are available to all employees and aim to broaden the opportunities available to everyone at Acuris.
- *Compensation:* We will continue to monitor compensation for gender equality.
- *Recruitment:* We already aim to have gender balanced selection panels for recruitment decisions and will continue this practice.
- *Flexibility:* Acuris also offers flexible working practices. In a recent global focus group, our people said the workplace flexibility we offered is one of the defining characteristics of our culture. We are proud of this and aim to strengthen it in the coming year.

We confirm the data reported is accurate. *Jonathan Gomer, CFO*

## Mean and median pay gap analysis

Mean gender pay gap	23.13%
Median gender pay gap	25.31%
Mean gender bonus pay gap	57.73%
Median gender bonus pay gap	23.10%

## Gender pay proportion by pay group

