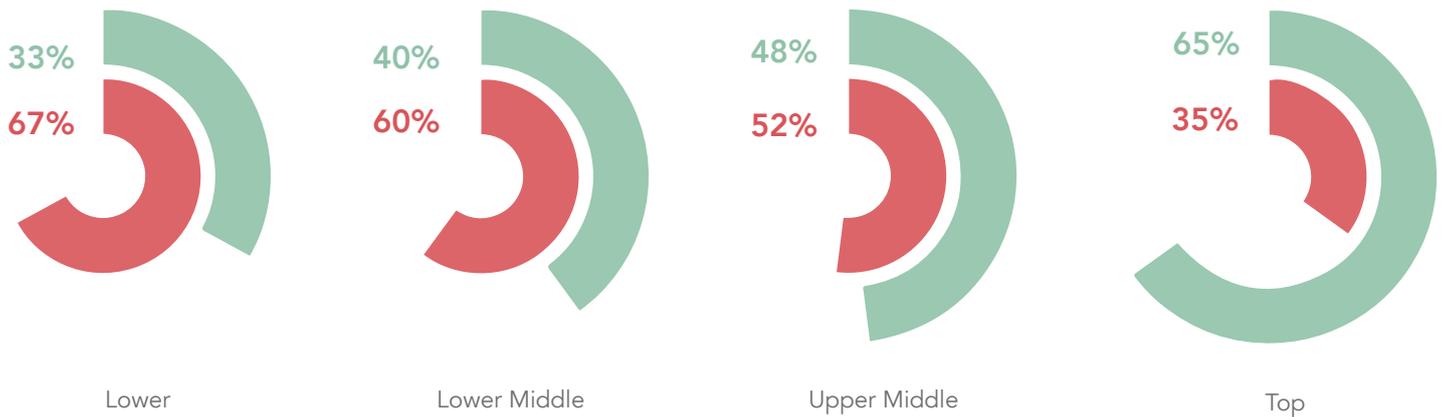


THE ACORN GROUP GENDER PAY-GAP REPORT

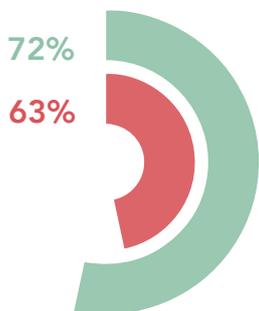
The figures below show our overall median and mean gender pay gap and bonus gap based on hourly rates of pay as at the snapshot date of 5th April 2017 and bonuses paid in the year to 5th April 2017.

Pay Quartiles – Proportion of men and women in each pay quartile:

Men Women



Proportion of employees receiving a bonus:



Pay and bonus gap:

	Mean	Median
Hourly pay	29.52%	25.52%
Bonus	62.79%	85.61%

The median is the middle value in a list of numbers
The mean is the average value of a list of numbers.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

The Acorn Group is a full service property company operating from over 30 locations with several key divisions including, residential sales, residential lettings, block management, financial services, land and commercial. This breadth of activity along with our in-house Training Academy provides all our team with the opportunity to fulfil their potential and to develop a range of skills within the property sector.

“Gender pay gap” is the difference in the average hourly rate of pay between “all” men and “all” women in a company. This is very different from “Equal Pay” which is the difference between a man and a woman

who carry out the same or similar jobs. We are confident that men and women are paid equally for doing equivalent jobs across our business although performance related pay (which is transparent to our employees) will allow top performers (regardless of gender) to increase earnings over their peers.

As is normal in our sector a large proportion of our team receive performance related pay. Reporting guidelines stipulate that this variable pay is included within bonuses in the figures above. This increases our bonus gap as we tend to have a greater number of men in roles where performance related pay is a more significant proportion of total pay and

more women employed in roles where pay is more consistent each month with a smaller variable element. In addition, our pay gap is increased due to the many part time roles we have across our business. These support those looking for flexible working arrangements but tend to be less senior positions and filled by women.

This statement was approved by Hector Stavrinidis, Finance Director