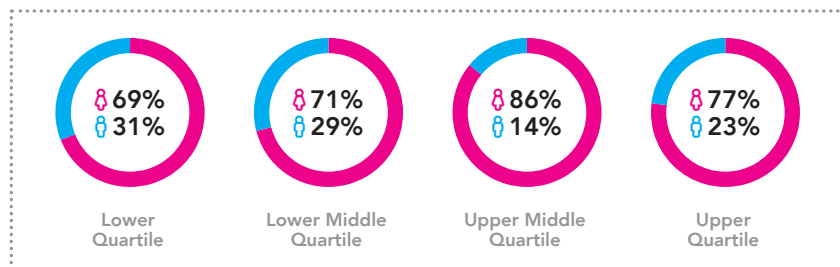


The Acorn Group gender pay-gap report

The figures below show our overall median and mean gender pay gap and bonus gap on hourly rates of pay as at the snapshot date of 5th April 2020 and bonuses paid in the year to 5th April 2020 (with comparatives for 2019). At the snapshot date 54% of colleagues were female and 46% male.

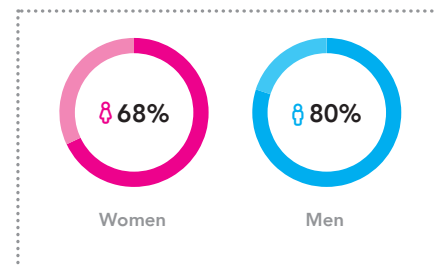
% of men and women in each pay quartile

2020

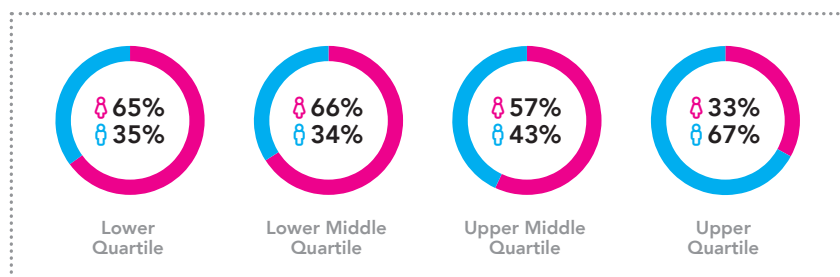


% of employees receiving a bonus

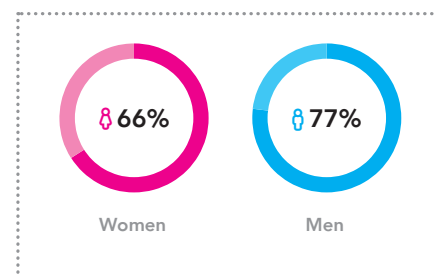
2020



2019



2019



Mean & median pay and bonus gap

Year	Mean		Median	
	2020	2019	2020	2019
Gender Pay Gap	-5%	28%	-2%	23%
Gender Bonus Gap	65%	66%	80%	85%

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

The figures below show our overall median and mean gender pay gap and bonus gap on hourly rates of pay as at the snapshot date of 5th April 2020 and bonuses paid in the year to 5th April 2020.

At the snapshot date 58% of colleagues were female and 42% male.

Due to COVID, Gender Pay Gap reporting for 2020 (covering April 2019 payroll data) was waived and the deadline for 2021 reporting was extended to 5th October 2021. This reporting period is largely using payroll data from April 2020 which was the height of the first COVID lockdown. With our branch network closed many employees during this initial full lockdown period were either furloughed or working under a salary cap. The fact that they were not receiving "normal" pay during this period means they were excluded from the calculations making these lockdown results out of step when compared against a non covid trading environment.

With our branches once again fully operational our 2022 report will be more reflective of our true gender pay gap position.

Men and women are paid equally for doing equivalent roles across our business.

The Acorn Group is a full service property company operating from over 40 locations in South East London and Kent. Our key divisions include residential sales and lettings, financial services, block management, land and commercial. The diversity of our business and our in house training academy

provides all our colleagues with long term career progression opportunities. In addition we offer flexible working practices throughout the Group to encourage long term staff retention.

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 the bonus calculations above. We tend to have a greater number of men in roles where performance related pay is a greater proportion of total pay and more women employed in roles where pay is more consistent each month with a smaller variable element, this increases our bonus gap. Our business operates across many locations and over weekends, this requires a large team of part time staff. These part time roles support those that are looking for flexible working arrangements but are often lower paid and are often taken by women. This impacts our gender pay gap reporting increasing the amount of females in the lower pay quartile and the mean and median pay gap.

Gender pay gap looks at the difference in the average hourly rate of pay between all men and all women in the company. This is very different from equal pay which looks at the difference between a man and a woman who carry out the same or similar roles. We remain 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.

This statement was approved by Hector Stavrinidis, Finance Director