

gender pay gap report



At Cartus we are committed to empowering everyone's next move — not only for the clients and customers we serve, but also for our employees in their career journey. Together, we are moving our people-first culture and talent strategy into the future, guided by the passion of our exceptional people, our track record of integrity, and our guiding principles for all employees, known as our Winning Behaviours.

We provide a competitive total compensation package, inclusive of pay, benefits, development, and virtual work environment, to attract, retain and motivate talented employees, who through their skills and experiences contribute to the organization's achievement of service and financial goals. We strive to offer total compensation that is competitive, equitable and fair.

In addition to our client-facing DEI solutions, Cartus employees worldwide contribute daily to our success as an organization by offering their individual cultural, ethnic, religious, gender identity, and other perspectives to make Cartus a more responsive and inclusive place to work. We actively celebrate our differences, which is why Cartus has Employee Resource Groups and DEI councils dedicated to promoting diversity in all its forms within Cartus as well as among our clients and suppliers.

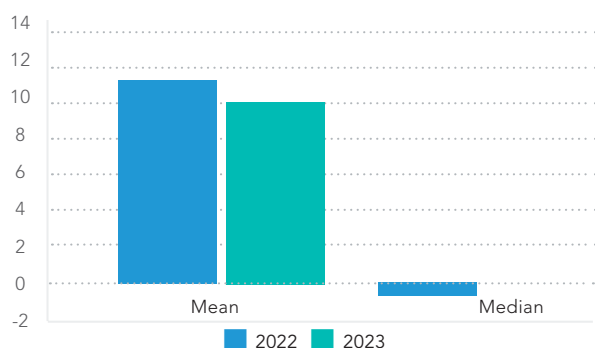
Tracy Edmonds – *Global Head of Human Resources*

what is the gender pay gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and an important matter of principle that Cartus is committed to and abides by.

key data

gender pay gap 2022 vs. 2023 - %

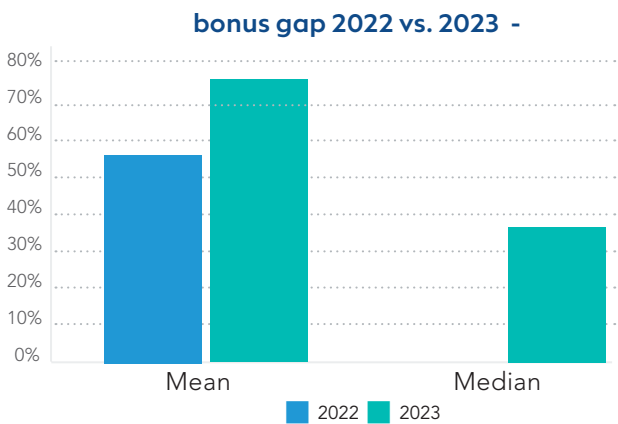


Mean: taking the average hourly pay and dividing by the total number of people in scope

Median: midpoint of the ranges hourly pay rates for men and woman from lowest to highest

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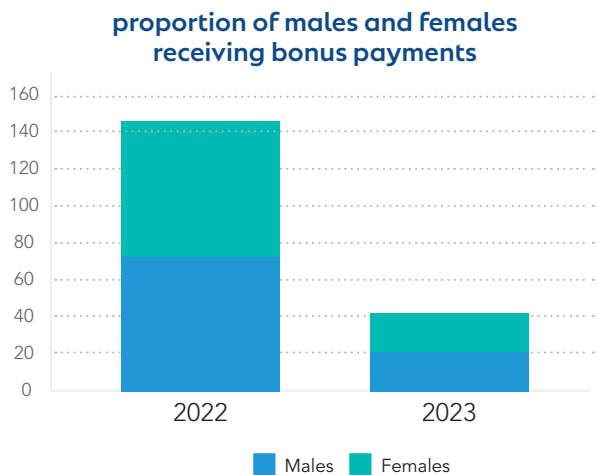
As represented in the graph the mean gender pay gap for Cartus is 9.97% & the median gap is -0%. We can see an improvement from 2022 showing a decrease in both areas. We do have a large female workforce and we have a focus on flexibility at work with the introduction of new policies to help support female employees to be able to have more work/life balance. We also completed a pay review withing this period related to roles, which saw a specific blanket percentage increase applied to base salaries below VP level.



the mean gender bonus gap for Cartus is 75.8% & the median gap is 26.87%. these have increased from the previous year as shown above. we believe this is due to turnover of some of our bonus eligible female managers.



We can see that the number of bonuses being paid has decreased this year due to a change in our pay cycle, however the range of employees receiving bonuses has improved, resulting in a more even split between male and females.

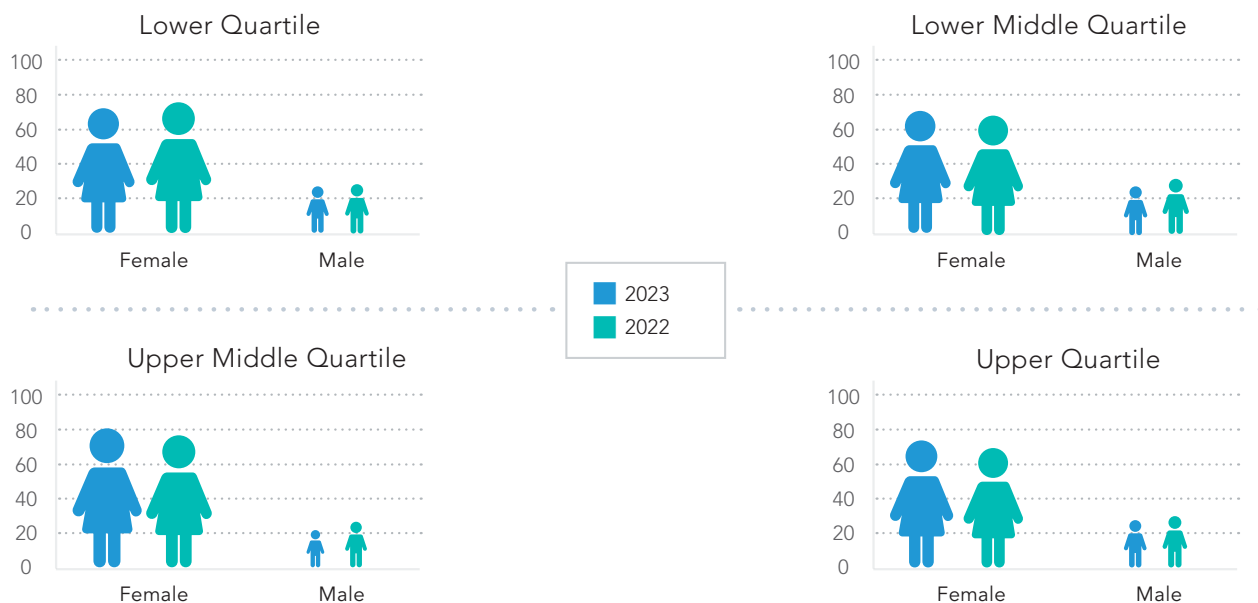


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proportion of male & females by pay quartile

This shows Cartus' workforce divided into four equal-sized groups based on hourly pay rates & split into four quartiles.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



For there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

why do we have a gender pay gap?

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

what is cartus doing to address the gender pay gap?

Like most companies, Cartus has been affected by the change in the economy and relocation industry. This meant that Cartus made some changes to reduce impact, one of which was an adjustment to our annual management bonus program and payment cycle which is reflected in the data.

We are confident with updated pay scales will continue to align salaries fairly based on experience. Cartus is deeply committed to career development for employees at every level across the organization and, this movement will positively impact our gender pay gap.

We have strengthened our training for line managers, introduced new tools to help leaders make and monitor pay & bonus decisions based on individual and relative performance, and we have continued to champion flexible and hybrid working across our workforce.

I confirm the gender pay gap data contained in this report is accurate as of 5 April 2023.

Tracy Edmonds
Global Head of Human Resources