

2024-2025

Bruntwood Group Gender Pay Gap report

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Section 1

Executive summary

We are pleased to share our Gender Pay Gap report for April 2025. We have a legal requirement to publish our gender pay data for Bruntwood Management Services Limited, however, we believe that it is also important to include gender pay data for Bruntwood Science Management Services Limited, a 50/50 joint venture between Bruntwood and Legal & General. We have therefore also included Bruntwood SciTech data which reflects a more complete picture of our gender pay gap across the Bruntwood Group.

To analyse our data, we use both median and mean methods to calculate our averages. Median shows the midpoint of pay at Bruntwood, while mean looks at the difference in average hourly pay across the whole organisation.



Mean gender pay for Bruntwood Group

16.96%

Our mean gender pay gap for Bruntwood Group has decreased slightly from **17.82% to 16.96%**

Median gender pay

-8.47%

And our median gender pay gap has grown even more favourable to women and stands at **-8.47% from -6.6%**.

Mean gender bonus

31%

Our mean gender bonus pay gap has decreased somewhat, down to **31% from 48%**

Median gender bonus pay gap

0.85%

Whilst our median gender bonus stands at **0.85% vs 0%**

Our quartile analysis highlights that our gender pay gap is more favourable to women in all quarters with the exception of our upper quartile.

Section 2

An introduction from our CEO



“
we’re dedicated to
promoting equity
across all of our
businesses

An introduction from our CEO

Our commitment to diversity and inclusion is fundamental to both our purpose of Creating Thriving Cities and the long term, sustainable commercial success of our business. We believe that the best business cultures and best commercial outcomes come when companies have a diverse and highly motivated workforce. In turn, it is only in inclusive environments where that diversity can thrive by providing the opportunity for everyone to succeed. From that point it is up to them. We believe that all of our colleagues should be treated with dignity and respect, allowing them to be their authentic self, contribute their best work and reach their full potential. In return we expect their full commitment to both the commercial success of the business and its purpose.

Ensuring equal gender pay and representation is crucial to this and we’re dedicated to promoting equity across all of our businesses. By focusing on creating an equitable workplace, we want to make sure that all of our colleagues are able to ‘Shape Their World’, regardless of their background or needs.

Our approach to diversity and inclusion is also a reflection of our values, through which we aim to foster a high performance culture where we value all colleagues for their unique, valuable contributions and celebrate diversity in every aspect of our business.

Of course, we recognise that gender representation and discrimination is still an issue across society, and is still far too widespread within the property industry. We’re proud to have an almost equal split of females and males across our business (51% and 49% respectively), but we know that there is more to be done, and we will continue to champion women in our sector and through the partners and suppliers we work with.

By ensuring women are represented at every level, we believe that we can unlock the full power of our collective, unique voices, experiences, and ideas to better shape the world together.

By transparently reporting on our gender pay gap, we hold ourselves accountable to our ambition of being a workplace where a person’s identity never limits their opportunity. We remain committed to breaking down barriers and making sure that Bruntwood continues to be an inclusive, safe, and equitable place for all.

In turn, it is only in inclusive environments where that diversity can thrive and create the chance for everyone to succeed. From that point, the opportunities created need to be grasped.

A handwritten signature in black ink that reads "Chris Oglesby". The signature is written in a cursive, flowing style.

Chris Oglesby
Chief Executive,
Bruntwood Group

Section 3

The methodology

The methodology

This report uses data taken on 1st April 2025 for the hourly rate of pay, along with the parameters of May 2024 - April 2025 for the bonus analysis. Since 2017, all UK companies with 250 people or more must publish their gender pay data, and our analysis was completed in line with government guidelines.

Whilst both equal pay and the gender pay gap highlight any differences and disparities in the pay women receive in the workplace, they focus on two completely different issues. Under the Equality Act 2010, men and women in the same employment, performing equal work, must receive equal pay. The gender pay gap, however, is a measure of the difference between men's and women's average earnings across a business and is shown as a percentage of men's earnings.

Bruntwood is strongly committed to the principles of equal pay and we have robust processes to ensure that pay is reviewed and awarded based on competency, experience and performance, not on gender or any other factor.

To create this report we have used the data we have for colleagues based on their legal gender to comply with HMRC guidance, as such it includes men and women, and does not take into account other identities including non-binary. For this data set, we removed the data for colleagues whose gender does not align with the HMRC guidance.

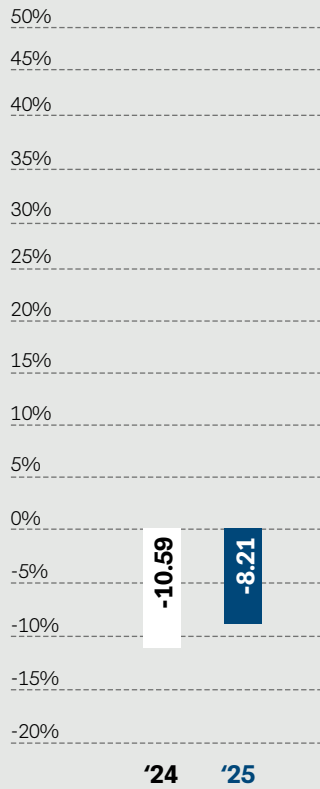
There are a total of 38 colleagues who were removed from this data set for significant reasons aligned with HMRC guidance. This includes those receiving statutory maternity pay on the date and those on sabbatical leave.

Section 4

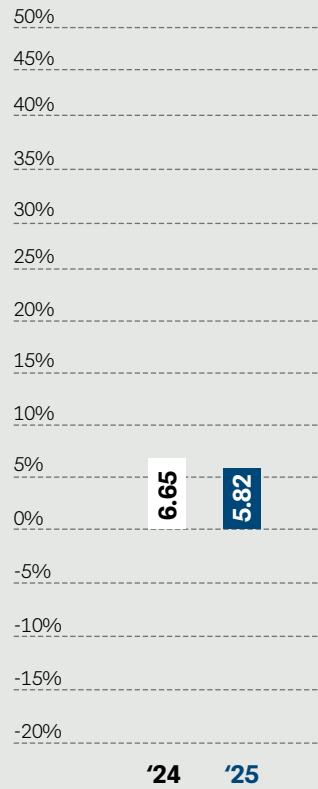
Our numbers

BMSL

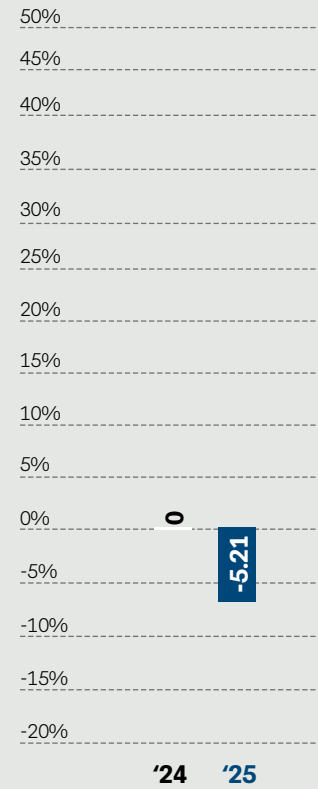
Median Gender Pay Gap



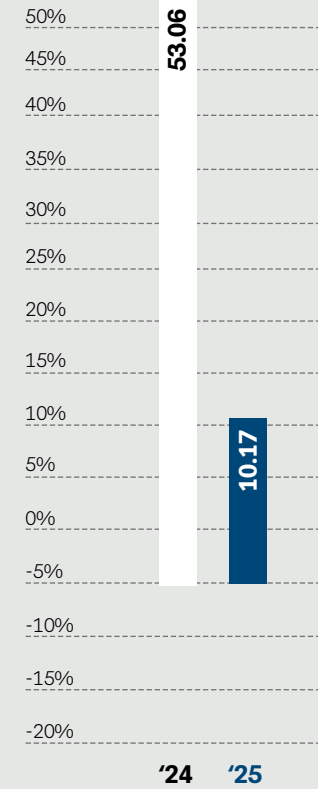
Mean Gender Pay Gap



Median Bonus Gap



Mean Bonus Gap



Proportion of men and women in all four quartiles

Quartiles	Male	Female	Total
Lower Quartile	73	55	128
Lower Middle Quartile	67	61	128
Upper Middle Quartile	56	71	127
Upper Quartile	53	74	127

Proportion of men and women that received bonus pay

Out of all the colleagues received a bonus:

Women

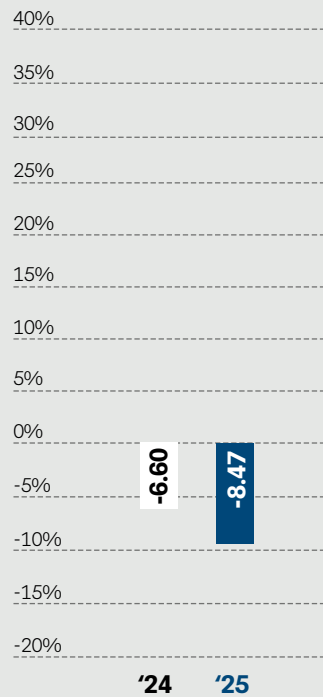
50.85%

Male

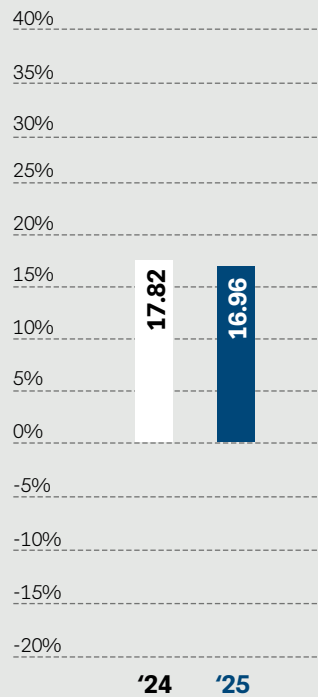
49.15%

BMSL & BSMSL (excluding Unify)

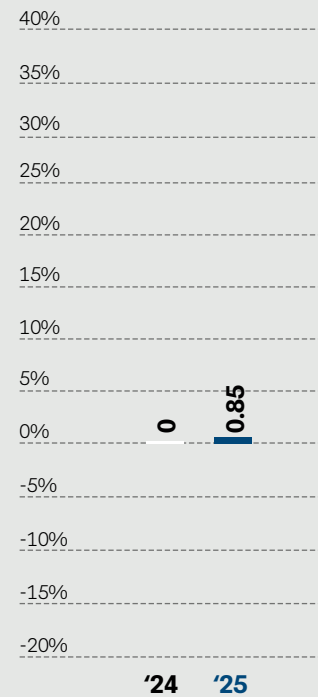
Median Gender Pay Gap



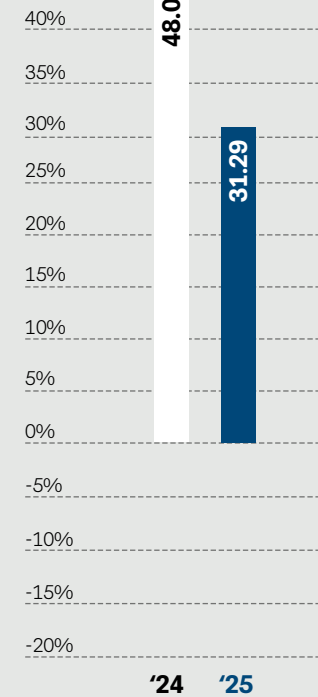
Mean Gender Pay Gap



Median Bonus Gap



Mean Bonus Gap



The mean calculation is the difference between the average hourly earnings, or the average bonus amount, of men and women at Bruntwood. By adding up all the earnings of colleagues and dividing that figure by the number of colleagues, you get the mean. By using this method, the result can be skewed by a small number of highly paid individuals.

The median calculation is the difference between the midpoint of the hourly rates, or bonus amount, between men and women. When you line up wages from smallest to largest and take the wage in the middle of that range, this is the median, and is often considered to be more representative when you have a lot of variation in pay.

Representation in all four quartiles

Quartiles	Male	Female	Total
Lower Quartile	92	75	167
Lower Middle Quartile	77	90	167
Upper Middle Quartile	61	106	167
Upper Quartile	94	73	167

The only area with more than a £1 difference in hourly pay is our upper quartile.

The numbers have improved in particular in the upper quartile with a movement of 4.8% mean average and by 10.64% median average moving towards a better split for women.

Overall we have stayed steady compared to the larger changes which have taken place in the Business in the last few years, with a move towards better results for women overall.

Section 5

Building on EDI in the business

Building on EDI in the business

Across our businesses, departments and communities, we've been working on new initiatives and partnerships that are supporting Bruntwood in becoming a more diverse and inclusive place to work, representative of the towns and cities that we live and operate in.

We released our 2025-2030 Diversity and Inclusion strategy, which built on our previous work, further enhancing our commitments and making our targets more ambitious.

Since launching the strategy, we've worked to progress our D&I ambitions by strengthening our internal governance, providing training to all senior leaders, and working closely with our Employee Resource Groups to gather feedback on how we can better support our colleagues.

We've also worked hard to ensure we're measuring representation of multiple different identities across all four quartiles of the business to ensure colleagues are entering and progressing through the business. We interrogate this data on a regular basis, with a group of key stakeholders working together to decide solutions and actions that can improve equity across the business.



Section 6

Case studies

Our Culture

We believe in making sure all of our colleagues' voices are heard, and one way we do this is through our colleague networks (Employee Resource Groups). We've worked with our Networks and Allies to review all of our internal policies to ensure we are using inclusive language that is reflective of the different lived experiences within the business.

We currently have the following Networks with members from across the Bruntwood Group:

- Carers Community
- LGBTQIA+ Network
- Menopause Community
- Neurodiversity Network
- Race Network
- Parents Network



Our networks create safe spaces for underrepresented communities to have open discussions, foster cohesion and promote a culture of understanding and respect for the challenges that our colleagues may face in the workplace or their personal lives.

Women are represented in all of our Networks, including as Chairs, and we've worked closely with these colleagues to shape our internal policies and strategies. This includes seeking direct feedback on relevant issues and building a culture that ensures all voices are heard. We believe this collaboration enriches our business, and helps create an environment where all colleagues can live and work at their best.



Supporting the Next Generation of Women in the Property Sector

In 2021, our partnership with Regeneration Brainery began with a shared belief that the built environment should be shaped by and accessible to everyone.

Regeneration Brainery is a not-for-profit organisation working to bring diverse and enthusiastic young minds into the property development sector to create places that are reflective of the world we live in. Through a series of educational opportunities, we're working with Regeneration Brainery to plug the skills gap and make young people aware of the wide range of opportunities available to them in the property sector.

Together, we've created opportunities for young people beginning their journey into the built environment, championing social mobility, and working to inspire the next generation of place-makers by hosting bootcamps, coffee mornings, 'inside the city' days and work experience programmes alongside our partners and suppliers.



Section 7

What will we do over
the next year?

What will we do over the next year?

Timely Reporting

We've always believed in the importance of drafting and publishing our Gender Pay Gap reports. However, over the past year we have been challenging ourselves to understand how we could do this better.

A key ambition is to report closer to the April 5th snapshot date. That way, we are reporting on and analysing data that is live within the business, as opposed to almost a year old. This means we will be publishing our next Gender Pay Gap Report in summer 2026.

Internal Reporting

We will continue to report against all of our Diversity and Inclusion targets internally on a quarterly basis. This enables us to measure, monitor and report on our progress against our D&I ambitions.

Championing our Colleagues

We will continue to provide colleagues with regular opportunities to provide feedback on life at Bruntwood. This includes colleague surveys, 'always on' feedback forms, listening groups and by working with our Networks and other colleagues to continue to strengthen our culture and drive inclusivity throughout the business.



Section 8

Looking forward

Looking forward

We are focused on continuing to transform our culture and colleague experience, creating an environment where our colleagues are able to reach their potential and 'Shape Your World' - our colleague proposition.

Our gender pay gap is just one method of keeping ourselves accountable to this and, as mentioned, we have challenged ourselves to do this closer to the April 5th snapshot, so that we are focusing on data that is as current as possible.

We are committed to progressing our Diversity and Inclusion strategy, welcoming talent from all backgrounds, across all of our teams, so that we are more reflective of the communities in which we operate. Our purpose of Creating Thriving Cities, along with our values, are at the heart of this. We are currently refreshing our values, to make sure that they are aligned and resonate with our whole workforce and the way we want to operate as an organisation, as well as the culture we want to embody.

We continue to be proud of the strides we have taken in creating a truly diverse and inclusive workplace, but we know there are still improvements to be made. We will listen to our colleagues, create spaces for them to have their voices heard, celebrate their successes, and deliver change, for the good of our colleagues, where needed.



Declaration

I can confirm that the figures set out in this paper have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

These have been verified by our HR & Finance departments.

A handwritten signature in white ink that reads "Chris Oglesby". The signature is fluid and cursive, with the first letters of "Chris" and "Oglesby" being capitalized and prominent.

Chris Oglesby
Chief Executive,
Bruntswood Group