



## Independent Limited Assurance Report of KPMG LLP to The Crown Estate Commissioners

KPMG LLP ('KPMG' or 'we') were engaged by The Crown Estate Commissioners ('The Crown Estate') to provide limited assurance over the Selected Information described below for the year ended 5 April 2022.

### Our conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of the remainder of this report, in particular the inherent limitations explained below and this report's intended use.

### Selected Information

The scope of our work includes only the information included within the Gender Pay Gap section ('the Report') on The Crown Estate's website at [www.thecrownestate.co.uk/gender-pay-gap/](http://www.thecrownestate.co.uk/gender-pay-gap/) for the year ended 5 April 2022 marked with the symbol ◊ ('the Selected Information') and also listed in Appendix 1.

We have not performed any work, and do not express any conclusion, over any other information that may be included in the Report or displayed elsewhere on The Crown Estate's website for the current year or for previous periods unless otherwise indicated.

### Reporting Criteria

The Reporting Criteria we used to form our judgements are The Crown Estate 2022 UK Gender Pay Gap Reporting Methodology as set out at [www.thecrownestate.co.uk/media/4357/the-crown-estate-2022-uk-gender-pay-gap-reporting-methodology.pdf](http://www.thecrownestate.co.uk/media/4357/the-crown-estate-2022-uk-gender-pay-gap-reporting-methodology.pdf) ('the Reporting Criteria'). The Selected Information needs to be read together with the Reporting Criteria.

### Inherent limitations

The nature of non-financial information; the absence of a significant body of established practice on which to draw; and the methods and precision used to determine non-financial information, allow for different, but acceptable evaluation and measurement techniques and can result in materially different measurements, affecting comparability between entities and over time.

The Reporting Criteria has been developed to assist The Crown Estate in its purpose in producing the Gender Pay Gap information. As a result, the Selected Information may not be suitable for another purpose.

While the Reporting Criteria are designed to allow The Crown Estate to comply with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, our scope of work and our conclusions do not constitute assurance over compliance with those laws and regulations.

### Board of Commissioners' responsibilities

The Board of Commissioners of The Crown Estate are responsible for:

- designing, operating and maintaining internal controls relevant to the preparation and presentation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- selecting and/or developing objective Reporting Criteria to implement the methodology specified by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017;
- measuring and reporting the Selected Information in accordance with the Reporting Criteria; and
- the contents and statements contained within the Report and the Reporting Criteria.

### Our responsibilities

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been properly prepared, in all material respects, in accordance with the Reporting Criteria and to



report to The Crown Estate in the form of an independent limited assurance conclusion based on the work performed and the evidence obtained.

### **Assurance standards applied**

We conducted our work in accordance with International Standard on Assurance Engagements (UK) 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* ('ISAE (UK) 3000') issued by the Financial Reporting Council. That standard requires that we obtain sufficient, appropriate evidence on which to base our conclusion.

### **Independence, professional standards and quality control**

We comply with the Institute of Chartered Accountants in England and Wales ("ICAEW") Code of Ethics, which includes independence, and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, that are at least as demanding as the applicable provisions of the IESBA Code of Ethics. We apply International Standard on Quality Control (UK) 1 *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements* and accordingly we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Summary of work performed**

A limited assurance engagement involves planning and performing procedures to obtain sufficient appropriate evidence to obtain a meaningful level of assurance over the Selected Information as basis for our limited assurance conclusion. Planning the engagement involves assessing whether the Reporting Criteria are suitable for the purposes of our limited assurance engagement. The procedures selected depend on our judgement, on our understanding of the Selected Information and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

The procedures performed included:

- conducting interviews with The Crown Estate's management to obtain an understanding of the key processes, systems and controls in place over the preparation of the Selected Information;
- assessing The Crown Estate's implementation, as set out in the Reporting Criteria, of the methodology specified by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for the UK gender pay gap calculation and disclosure;
- selected limited substantive testing, including agreeing a selection of the Selected Information to the corresponding supporting information, including:
  - comparing a selection of pay data for individual employees used to prepare the Selected Information to source documentation including payroll records (payslips), bacs reports, and Human Resources systems;
  - agreeing total pay data used to prepare the Selected Information, to bacs reports and bank statements;
  - assessing a selection of formulae used and manual calculations performed to produce the Selected Information for numerical accuracy; and
- reading the narrative within the Report with regard to the Reporting Criteria, and for consistency with our findings.

The work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

In relation to our work performed on the Selected Information, our work over the employees' gender, personal band, employment start date, employment end date, and bonus components did not include examination of the accuracy of the underlying data in the Human Resources IT system operated by The Crown Estate.

### **This report's intended use**

Our report has been prepared for The Crown Estate solely in accordance with the terms of our engagement. We have consented to the publication of our report within the Gender Pay Gap section of The Crown Estate's website



for the purpose of The Crown Estate showing that it has obtained an independent assurance report in connection with the Selected Information.

Our report was designed to meet the agreed requirements of The Crown Estate determined by The Crown Estate's needs at the time. Our report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than The Crown Estate for any purpose or in any context. Any party other than The Crown Estate who obtains access to our report or a copy and chooses to rely on our report (or any part of it) will do so at its own risk. To the fullest extent permitted by law, KPMG LLP will accept no responsibility or liability in respect of our report to any other party.

**KPMG LLP**

**KPMG LLP**  
*Chartered Accountants*  
London  
30 March 2023

The maintenance and integrity of The Crown Estate website is the responsibility of the Board of Commissioners of The Crown Estate; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information, Reporting Criteria or Report when presented on The Crown Estate's website since the date of our report.



## Appendix 1 - Selected Information

The Underlying Selected Information that constitutes the Selected Information are listed below. The information in this Appendix needs to be read together with the attached limited assurance report and the Reporting Criteria.

<b>Underlying selected data</b>	<b>Selected information</b>
Difference in mean pay between male and female employees (%)	7.4%
Difference in median pay between male and female employees (%)	6.7%
Difference in mean bonus pay between male and female employees (%)	21.6%
Difference in median bonus pay between male and female employees (%)	-8.8%
The proportion of males receiving a bonus (%)	67.1%
The proportion of females receiving a bonus (%)	70.0%
Proportion of males between 0-25 percentile pay band (quartile A)	27.7%
Proportion of females between 0-25 percentile pay band (quartile A)	72.3%
Proportion of males between 26-50 percentile (quartile B)	65.4%
Proportion of females between 26-50 percentile (quartile B)	34.6%
Proportion of males between 51-75 percentile (quartile C)	50.7%
Proportion of females between 51-75 percentile (quartile C)	49.3%
Proportion of males between 76-100 percentile (quartile D)	34.3%
Proportion of females between 76-100 percentile (quartile D)	65.7%