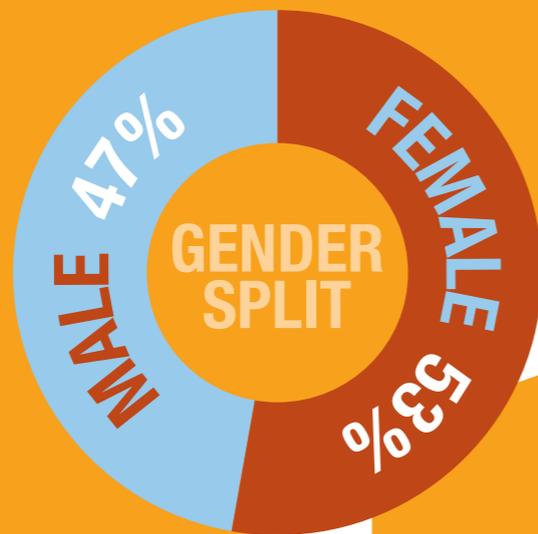


GENDER PAY GAP REPORT 2018

Radian employs over 800 staff, providing nearly 21,000 affordable homes in Berkshire, Buckinghamshire, Dorset, Hampshire, Isle of Wight, Surrey, Sussex, and Wiltshire. We value and promote diversity and are committed to equality of opportunity for all.

This Gender Pay Gap Report is based on data as at 5 April 2018.



MEAN & MEDIAN GENDER PAY GAP

	MEAN	MEDIAN
PAY GAP <small>(Ordinary pay & Bonuses combined)</small>	+13.62%	+15.61%
BONUS ONLY GAP	+92.14%	0.00%

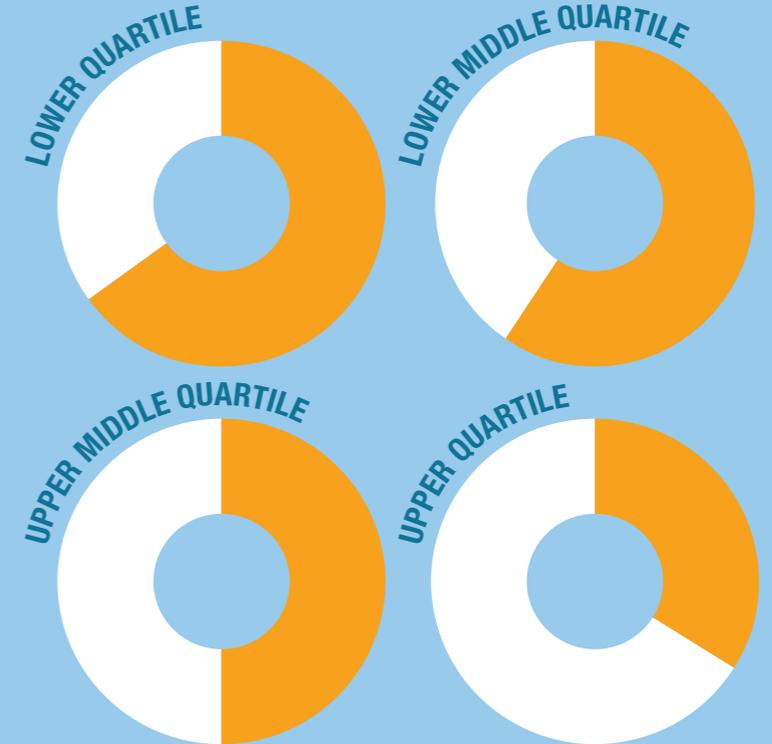
A +% is a gender pay gap in favour of males
 A -% is a gender pay gap in favour of females

HEADCOUNT OF STAFF WHO RECEIVED A BONUS PAYMENT

	FEMALE	MALE	GRAND TOTAL
Headcount of relevant employees who have received a bonus payment	338	317	655
Total headcount	442	388	830
% of staff who received a bonus payment	76.47%	81.70%	78.92%

THE PROPORTION OF MALES/FEMALES IN EACH OF THE PAY QUANTILES ORDERED FROM LOWEST TO HIGHEST PAY

● Male
 ● Female



Radian's mean gender pay gap has increased since 2017, but is below the national average.

Median gender pay gap has slightly decreased from 2017, but is above the national average.

The job evaluation process ensures that there are no differences in pay rates for different genders occupying equivalent roles.

The Bonus gap in favour of males (92.14%) is explained by a male dominated Trades team who receive Task Related Pay (TRP).

The median bonus gap remains at 0%, as the majority of Radian employees will only receive the Recognition Award each December.

The proportion of staff who received a bonus decreased since 2017, which was caused by an increased number of new starters within the business who did not meet the criteria to receive the Recognition Award.

The gender split in each of the quartiles shifts from in favour of females in the lower, to males in the upper. This is influenced by a high proportion of employees being part time, of which the majority are female.

We are confident that both males and females have an equal opportunity to receive a bonus.