



Cartus UK Gender Pay Gap Report

Cartus provides a competitive total rewards package, inclusive of pay, benefits, development, and work environment, to attract, retain and motivate qualified employees who contribute to the organisation’s achievement of service and financial goals. We strive to offer compensation programmes that are externally competitive, internally equitable, and legally compliant and that drive a culture of performance excellence.

We recognise that building a diverse and inclusive workplace not only enriches our lives but enhances our performance and our ultimate business results. Diversity goes beyond race and gender and involves creating a culture where every employee is respected and valued. Cartus strives to create an inclusive workplace that encourages and embraces different perspectives and backgrounds so everyone can fully participate and contribute to the company’s success.

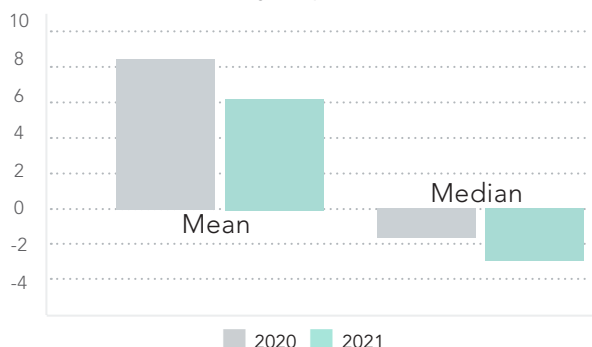
At Cartus, workplace diversity, inclusion and equity is a business imperative that involves each employee; creating an environment where people understand, appreciate and value each other.

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

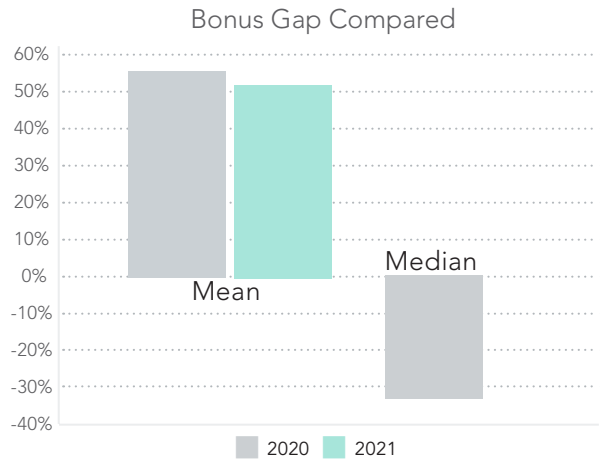
Gender Pay Gap 2020 vs 2021



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

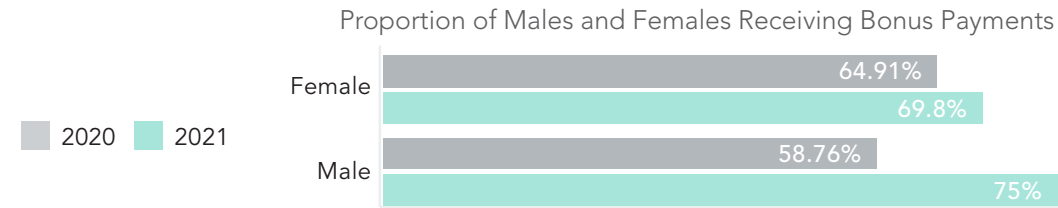
As represented in the graph the mean gender pay gap for Cartus is 6.24% and the median gap is -3.04%. We can see an improvement from 2020 showing a decrease in the mean gap. This is due to more females being promoted to higher positions within the company.



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

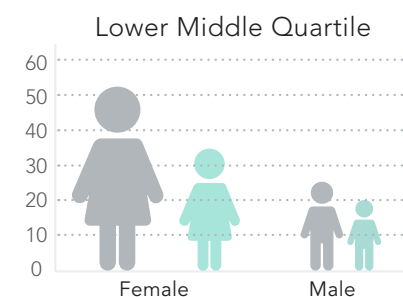
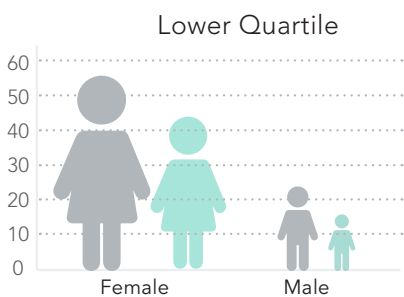
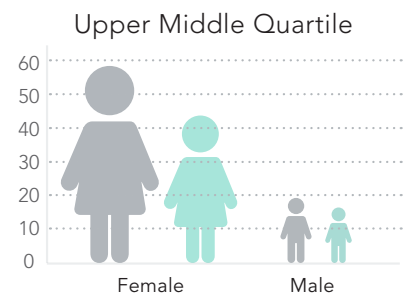
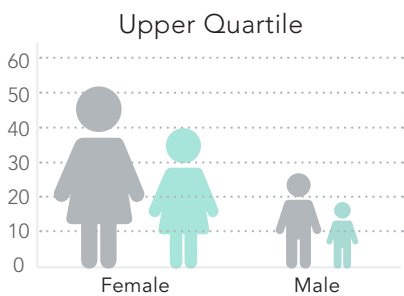
The mean gender bonus gap for Cartus is 52.86% and the median gap is 0%. These have again improved from the previous year as shown above. We can also see that the range of employees receiving bonuses have also increased.



Proportion of male and females by pay quartile

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

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



In order 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?

Despite worldwide concern that the pandemic could have a negative effect on the gender pay gap due to the need for women to take time away from work to look after children who are not in school when we have had national lockdowns. Cartus has seen that this has not had an impact on women employed by the company. We have continued to support all our employees who may have had to take time off to look after families with more flexible working during this unprecedented period.

Cartus is committed to doing everything that we can to continue to equalise the gap. We have strengthened our training for line managers, introduced new tools to help leaders make and monitor pay and bonus decisions based on individual performance and we have continued to champion flexible working across our workforce, including this year moving to a permanent work from home model. The majority of our learning and development (L&D) activities are now accessed via online training modules, which means that our workforce can easily access L&D tools and activities whatever their working hours, all of which can contribute to their progression at work.

I confirm the gender pay gap data contained in this report is accurate as of 5 April 2021.



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