



## Cartus 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 programs that are externally competitive, internally equitable and legally compliant and that drive a culture of a performance excellence.

We recognise that building an 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 is a business imperative that involves each employee; creates an environment where people understand, appreciate and value each other.



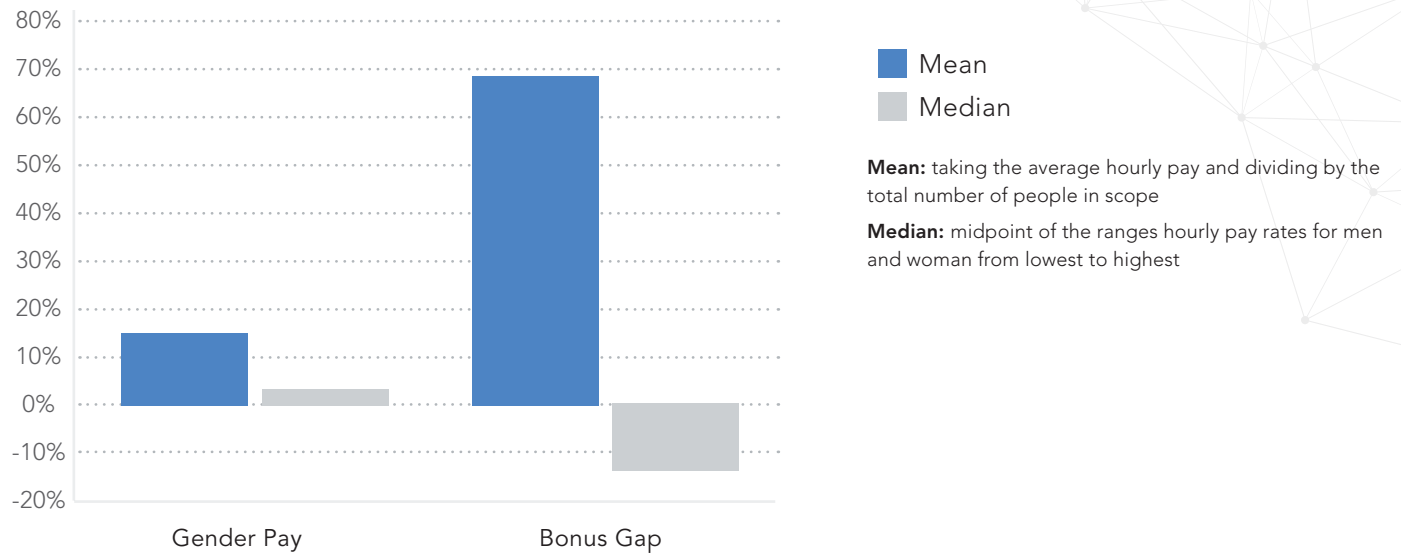
Tracy Edmonds  
Vice President Human Resources EMEA & APAC

### 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.

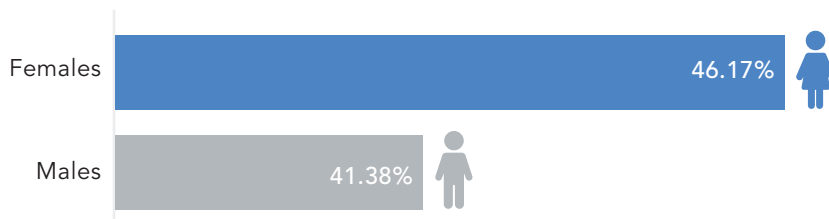
## Key Data

GENDER PAY & BONUS GAP



As represented in the graph the mean gender pay gap for Cartus is 16.28% & the median gap is 3.90%. The mean gender bonus gap for Cartus is 68.78% & the median gap is -14.27%. These have statistically favourable improvements from the previous year of 27.52%.

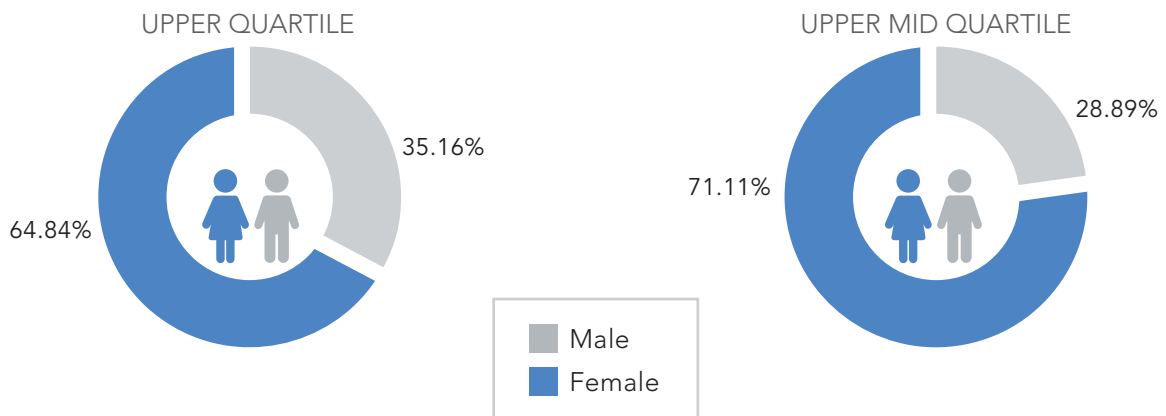
PROPORTION OF MALES & FEMALES RECEIVING A BONUS

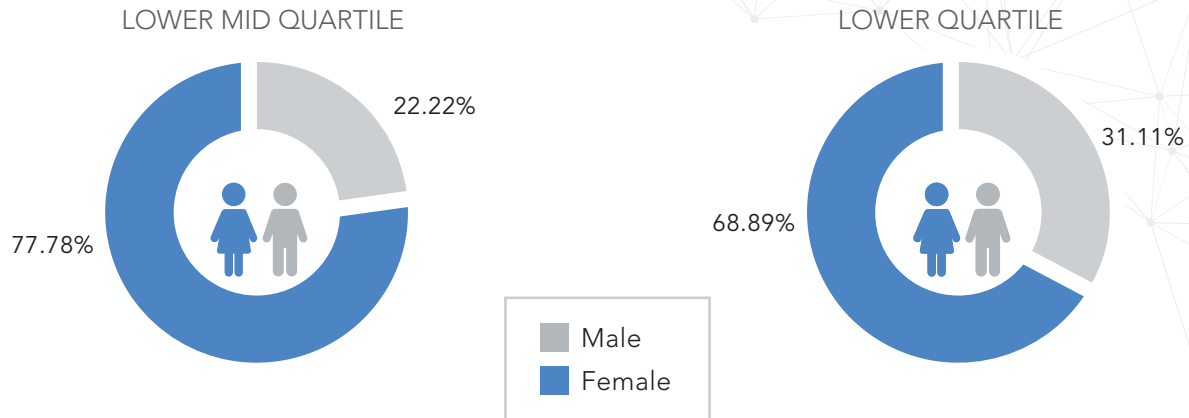


## Proportion of male & females by pay quartile

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.





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.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time. This pattern from the UK economy as a whole is reflected in the make-up of Cartus' workforce, where the majority of front-line employees within its offices are women.

### What is Cartus doing to address the gender pay gap?

Cartus is committed to doing everything that we can to reduce the gap. We have strengthened our training for line managers, introduced new tools to help leaders make and monitor pay & bonus decisions based on individual performance and we have continued to champion flexible working across our workforce. A significant portion 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 or location, 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 2019.