

# Gender Pay Gap Report

The Romans Group (UK) Limited is committed to improving pay quality in all areas of our business. This report highlights our gender pay gap as at publication on 1 April 2018. The pay data is for all UK employees from the pay period including 5th April 2017 as specified by the UK regulations.

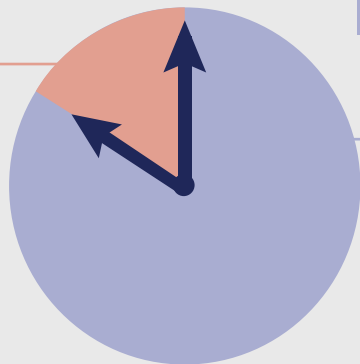
## Romans Demographics

### Total Headcount



PART TIME 17%

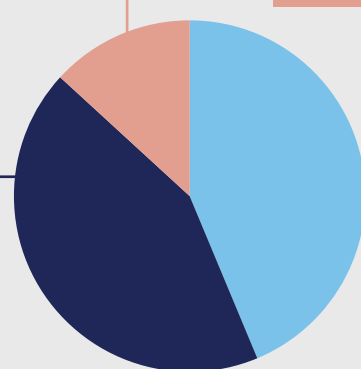
FULL TIME 83%



H/O 76

SALES 195

LETTINGS 193



Men



215



249

Women

### Lettings Division

Operational Admin Management 7.5%



Front End Staff 3.8%



Property Manager 2.7%



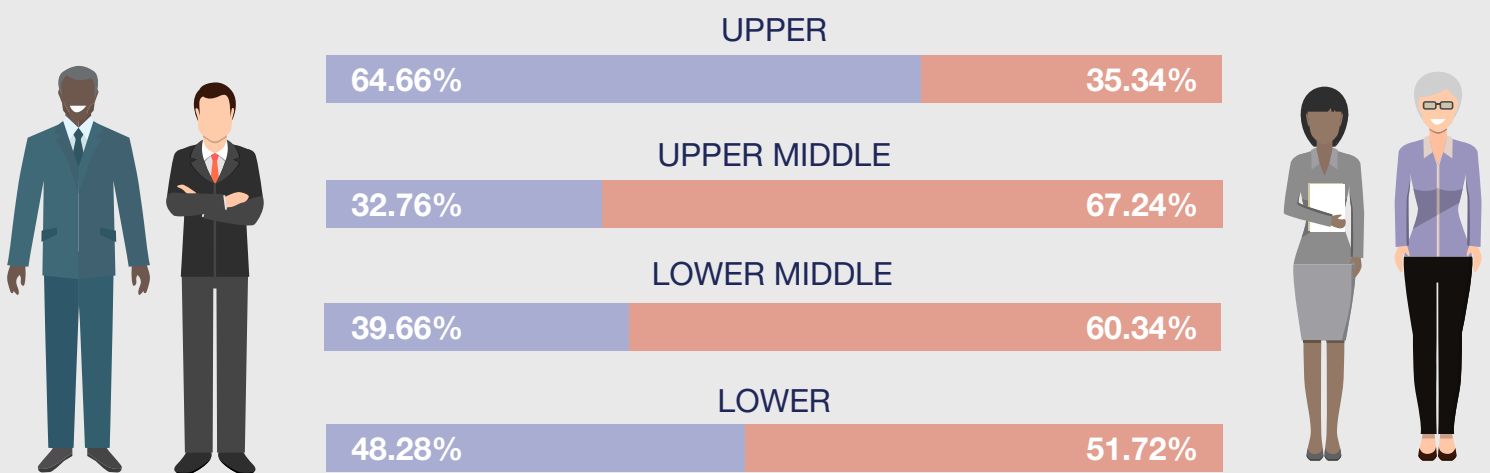
2.4% Branch Manager



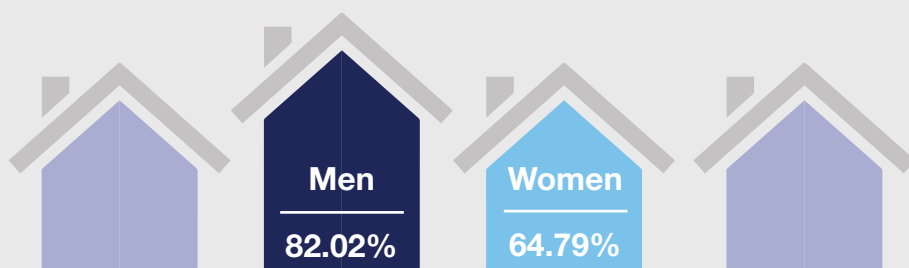
## Romans Mean & Median gender pay gap

Basic Hourly Pay	Mean : 31.85%	Median : 3.13%
Bonus	Mean : 65.96%	Median : 75.92%

## Proportion of Men & Women according to quartile pay bands



## Proportion of Men & Women receiving a bonus payment



The bonus data is the actual bonus payments for employees made in the 12 months prior to the 5th April 2017 and in line with the UK regulations. The bonus calculations are based on performance bonuses, divisional bonuses and commission payments made in the 12 months to 5 April 2017 and are not FTE adjusted.



This report is accurate at the time of publishing.

Michael Palmer, Chief Financial Officer  
(1 April 2018)