

GENDER PAY GAP REPORT

2022

McCARTHY STONE
Life, well lived

BACKGROUND TO GENDER PAY REPORTING

The gender pay gap legislation requires all companies with more than 250 employees to report their data against six key metrics:

- Mean hourly gender pay gap
- Median hourly gender pay gap
- Mean gender bonus gap
- Median gender bonus gap
- Proportion of male and female employees who received a bonus
- Proportion of male and female employees in quartile pay bands

All figures in this report relate to a snapshot of pay gap data at McCarthy Stone, as correct on 5 April 2022, and the 12 months prior to that for the bonus gap.

EQUAL PAY v GENDER PAY GAP

Equal pay

Equal pay means that men and women performing equal work should receive equal pay. This is a legal requirement.

Gender pay gap

The gender pay gap is the difference between average male and female pay across an organisation calculated in line with the regulations, regardless of the nature of work.

STATUTORY DISCLOSURE

MCCARTHY STONE RETIREMENT LIFESTYLES LIMITED

McCarthy Stone Retirement Lifestyles is our main divisional development and sales operating business.

Proportion of employees receiving a bonus

Note: 2021 figures shown in brackets.



Median Hourly Pay Gap – for every £1 of pay that a man received, a woman received 93p

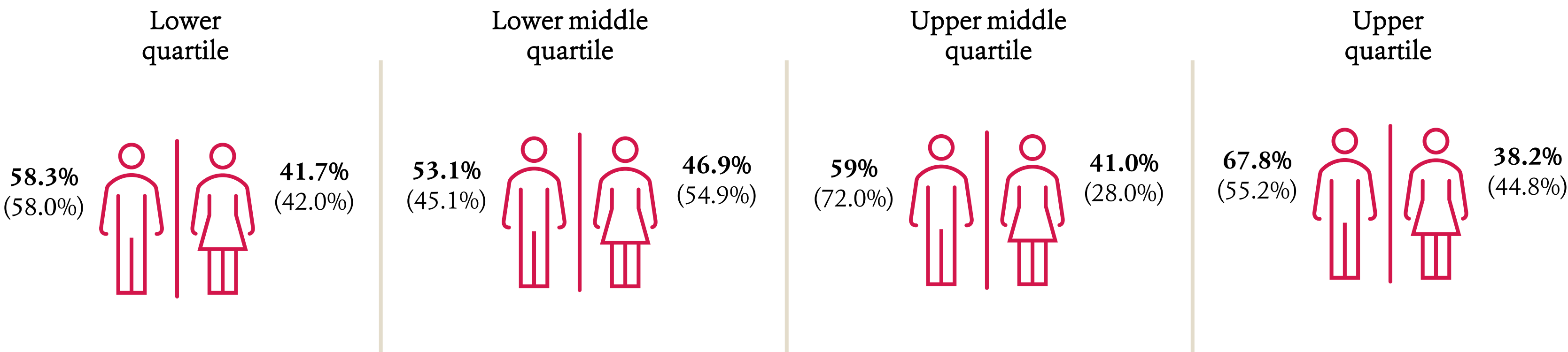
Median Bonus Gap – for every £1 of bonus that a man received, a woman received £1.28

Mean hourly pay gap 4.70% (1.9%)

Median hourly pay gap 6.80% (14.3%)

Mean bonus gap -29.6% (172.9%)

Median bonus gap -28.3% (1289.4%)



Note: 2021 figures shown in brackets

STATUTORY DISCLOSURE

MCCARTHY STONE MANAGEMENT SERVICES LIMITED

This is the area of our business that looks after the day-to-day operations and provision of lifestyle services in our Retirement Living developments, as well as the support services and management for Your Life Management Services.

Proportion of employees receiving a bonus

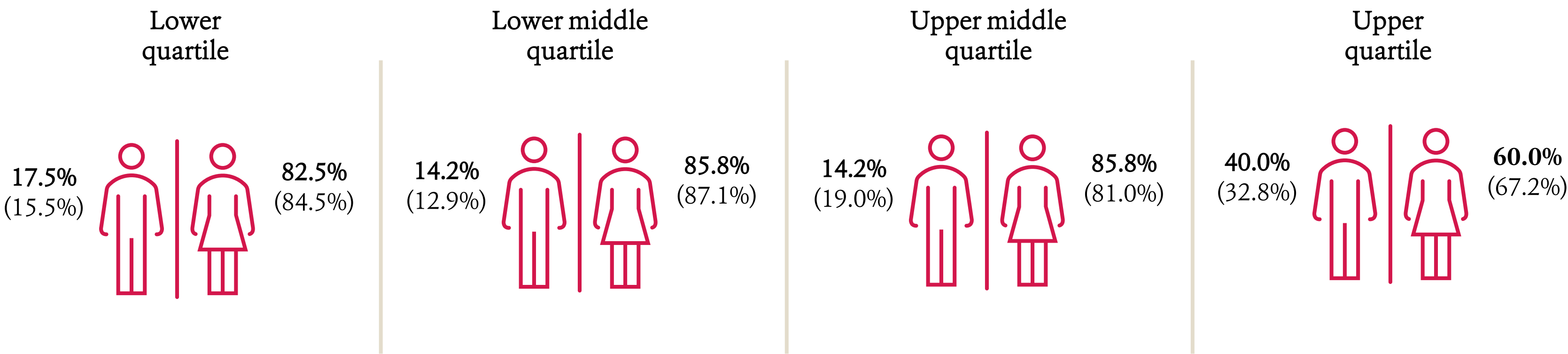
Note: 2021 figures shown in brackets.



Median Hourly Pay Gap – for every £1 of pay that a man received, a woman received 95p

Median Bonus Gap – for every £1 of bonus that a man received, a woman received 57p

Mean hourly pay gap	18.1% (16.3%)
Median hourly pay gap	5.1% (3.3%)
Mean bonus gap	41.8% (-6.8%)
Median bonus gap	43.0% (0.0%)



Note: 2021 figures shown in brackets

STATUTORY DISCLOSURE

MCCARTHY STONE YOUR LIFE MANAGEMENT SERVICES LIMITED

This is the area of our business that looks after the day-to-day operations and provision of lifestyle services in our Retirement Living Plus developments.

Proportion of employees receiving a bonus

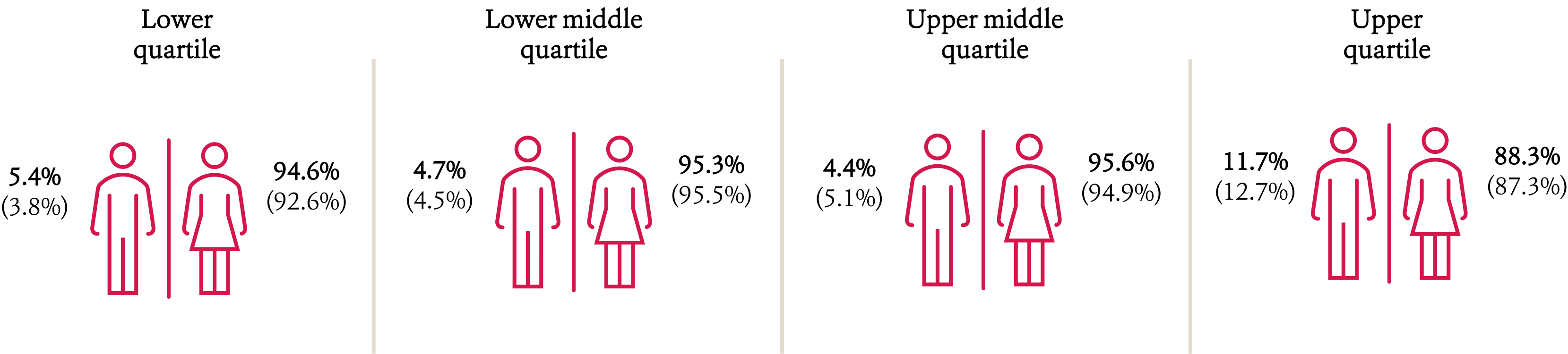
Note: 2021 figures shown in brackets.



Median Hourly Pay Gap – for every £1 of pay that a man received a woman received 98p

Median Bonus Gap – for every £1 of bonus that a man received a woman received £1

Mean hourly pay gap	10.50% (14.4%)
Median hourly pay gap	2.1% (3.6%)
Mean bonus gap	66.2% (61.9%)
Median bonus gap	0% (14.3%)



Note: 2021 figures shown in brackets