

## Horton Housing Association Gender Pay Gap Report – April 2019

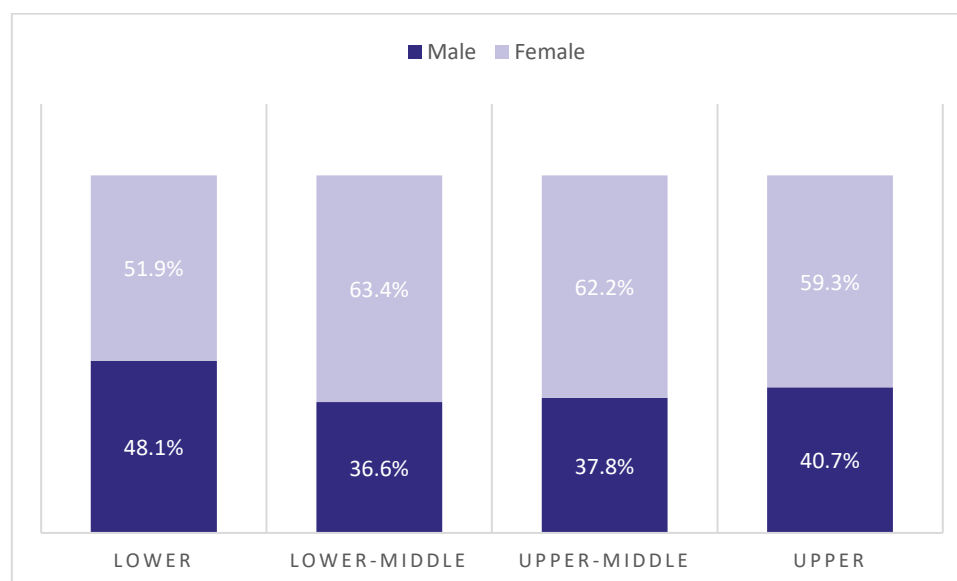
Horton Housing is committed to ensuring and promoting equality of opportunity for all. We are committed to maintaining an organisational culture that values people from all sections of society and the contribution each individual can make. We strive to engage a workforce that reflects the local populations and communities within which we work.

Pay & Bonus Gap	Mean	Median
Hourly Rate of Pay	-0.4%	-2.0%
Bonus	54.1%	50%

% of employees awarded bonus	
Male	8.3%
Female	15.0%

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists. The mean gender pay gap shows the difference in the average hourly rate of pay between men and women across all jobs in HHA. This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

### Gender Distribution In Each Pay Quartile



I confirm the data reported is accurate.

Paul Gartland  
CEO