

# Gender Pay Gap Report

# Introduction

At Rightmove we are passionate about our people, and so a fair, inclusive and diverse culture is important to us. We continue our commitment to taking meaningful action to help reduce our gender pay gap, and we view diversity in the broadest possible sense.

Championing inclusion and diversity is one of our strategic priorities as we believe it is simply the right thing to do. In the absence of Government legislation to publish ethnicity pay gap data, we are voluntarily publishing our ethnicity pay gap for the first time this year. We are sharing this data to set a benchmark to help track our future progress. We are doing this to continue in our promotion of inclusion. We are reliant on people volunteering the ethnicity they identify with. We believe that by analysing our diversity data and being transparent about the diversity of our people it will help support our aim to have an employee base who are representative of the wider UK population.

We do not pay people differently on the basis of their ethnicity or gender. Our pay gaps exist because different groups are represented unequally at different levels across the company. From a gender perspective, Rightmove still has too few women in technology roles and in senior positions within the organisation.

In this report we provide our reportable pay gap information. It is worth noting that our gender pay gap reporting follows the Government's legislation covering those employees who identify as men and women. The Government's guidelines do not address other gender definitions such as those who identify as non-binary.

We continue to have a nearly 50:50 male: female balance of employees and continue with our meaningful actions and commitments to a fair and equal environment which embraces inclusion for all. In our people survey for the second year we asked all of our people if they felt they "could be themselves" at Rightmove. It is extremely encouraging to see that our actions have had an impact with a 6% positive increase in sentiment to 89%, compared to 2020.

Simply maintaining the status quo has never been an option for us. We still have more to do to leverage a gender balance across all our teams with the broadest range of backgrounds and skills to create a fully inclusive high performing

culture. We actively share our gender and ethnicity pay gap numbers with all our employees and we encourage them to be an active participant in our diversity and inclusivity journey.

*We confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*



**Peter Brooks-Johnson**  
Chief Executive Officer



**Zoe Martin**  
Head of People & Development

## Reminder of legislative requirements:

Gender pay gap legislation requires employers in the United Kingdom with more than 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th April each year. The specific information we are required to publish includes:

- Mean and Median gender pay gap (based on an hourly rate of pay on 5th April 2021)
- Mean and Median bonus pay gap (considers bonus pay received in the 12 months leading up to 5th April 2021)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands when we divide our employees into four equal parts)

The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

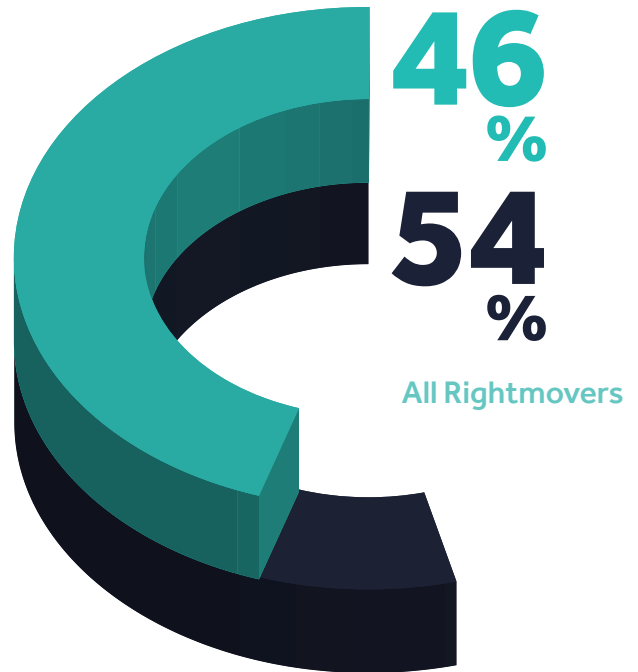


# Gender pay gap vs equal pay

● female ● male

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles and seniority). Equal pay is our legal obligation to give men and women equal pay for equal work.

Our gender pay gap is not a result of equal pay issues, as we have a gender – neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and truthful obligation



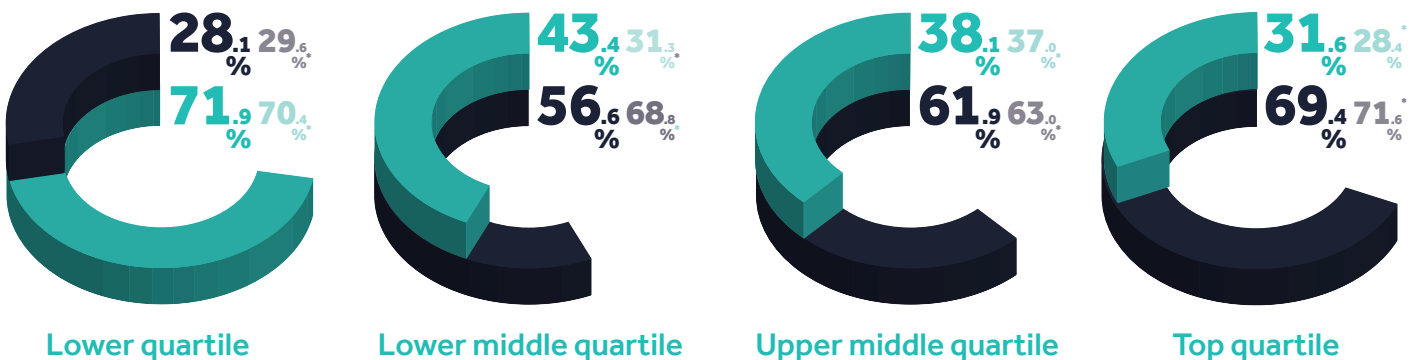
## The mean and median explained

**Mean pay gap:** The mean pay gap is the difference in the calculated average hourly pay for women compared to men within Rightmove.

**Median pay gap:** The median represents the middle point of the population. If you lined up all our women and all our men in order of the hourly rate, at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The mean and median are important metrics and need to be looked at together. However, it is important to consider the mean can be skewed by fewer individuals earning more in the upper ranges.

### The proportion of males and females in each pay quartile



# Understanding Rightmove's gender pay data

## Difference between male and female pay

	Mean			Median		
	2021	2020	2019	2021	2020	2019
<b>Hourly pay gap</b>	<b>23.8%</b> (+3.4%)	<b>20.4%</b>	<b>27.6%</b>	<b>33.5%</b>	<b>29.6%</b>	<b>37.7%</b>
<b>Bonus Pay Gap</b>	<b>43.9%</b> (+7.9%)	<b>36%</b>	<b>76.9%</b>	<b>0%</b> (-59.1%)	<b>59.1%</b>	<b>54.5%</b>

Based on Rightmove Group Limited employees. Calculated using April 2021's pay data.

It is frustrating that, despite our continued efforts to improve and following five years of a consistent decline in our pay gap, our 2021 figures show a small increase to both our gender pay gap and bonus pay gap. It is important that we understand why we have a gender and bonus pay gap at Rightmove.

As in previous years the pay gap is driven by the gender mix across our business. The 2021 increase in both mean and median have been significantly impacted by the unprecedented demand across the UK for software developers, web designers and data analysts. 80% of new hires in our technology teams were male. In addition, the 2020 mean hourly pay gap was reduced by 2% as a result of the impact of the Coronavirus job retention scheme. We have made positive progress in our sales team by further increasing the number of female sales account managers. 78% of those hired in this team were female, where salaries fall within the second highest pay quartile of roles.

In customer experience, where starter positions are in our lowest pay quartile 40% of new joiners were male. Our continued and combined effort for a more balanced distribution of men and women across all pay quartiles and across all roles is needed to ultimately eliminate the pay gap.

Our variable pay (mean bonus) pay gap is higher due to a higher proportion of male employees in senior roles and it is variable as it is influenced by the timing of the execution of share options awards, not the grant of the awards. The significant drop to 0% of the 2021 median bonus pay gap was impacted by a company wide bonus payment to all employees.

## Our actions

We are determined to continue in our efforts to close the gender pay gap. Our activity to do this falls into three main areas: recruitment, development, and progression.

In 2021 we created a Talent Acquisition team to be a part of the HR team. The aim of this was to increase direct hiring capacity and to represent our brand direct to candidates. We are seeing significant benefits already with successful conversion of female technology candidates and an increased number of female sales account managers.

We also expanded our direct hiring platforms to include those that attract a higher diversity of candidates who identify with a protected characteristic.

We will continue to drive further improvements through the following strategic policies and actions:

- Continue to increase the proportion of women hired (internal and external into senior and our higher paid quartile roles)
- All roles advertised internally to widen the pool of candidates
- Endeavour to achieve gender balanced shortlists
- Inclusive recruitment training for all hiring managers, reducing any conscious or unconscious bias in our recruitment and interview process
- Ensure diverse interviewers so that candidates see "someone like me" in all cases
- All interviewers receive training for conducting interviews through Zoom
- Continue to evaluate language used by our recruiting partners and in role profiles
- Internal reporting to our hiring managers on team gender pay gaps

We are focused on developing and progressing our female employees across all opportunities within Rightmove.

- 47% of internal promotions were female predominately across our Customer Experience, Technology and Sales roles
- Six female mentees and mentors participated in the cross company Moving Ahead (formerly 30% Club) mentoring scheme
- "How we talk about pay" workshops were run for all people managers to better equip them for salary reviews and communicating the results of the reviews.



## Defining the ethnicity pay gap

To continue in our promotion of inclusion we are increasing our focus on ethnic diversity. We will employ a similar approach to our gender diversity work. Whilst a decision regarding legislation for companies to report Ethnicity Pay gap data is yet to be made, we believe it important to voluntarily capture and publish our data. This is in support of our commitment to increase all aspects of diversity across Rightmove teams and ensure our focus on pay is not solely focused on gender.

We have started to capture ethnicity data. We are reliant on people self-reporting ethnicity with 70% of our employees responding to our request to share ethnicity, choosing from 23 ethnic categories (defined by ACAS) or selecting 'prefer not to say'. All new employees are now asked to volunteer their ethnicity when they join Rightmove.

We have made a strategic decision to aim to have an employee base who are representative of the wider UK population, and we also want that representation to span all hourly pay quartiles. Whilst we collect the data according to the 23-way profile, to ensure we maintain anonymity we are analysing the data in the five summary groups used in the Government's Race Disparity Audit from 2017. Our first data from August 2021 is shown below.

	White	Asian/Asian British	Black/Black British/ Caribbean/ African	Mixed/ multiple ethnic groups	Other ethnic group	
<b>UK Population<sup>1</sup></b>	86.0%	7.5%	3.3%	2.2%	1.0%	
<b>Rightmove</b>	<b>81.8%</b>	<b>6.4%</b>	<b>4.2%</b>	<b>5.5%</b>	<b>2.1%</b>	
<b>Pay Quartile</b>	<b>Top</b>	84.3%	7.2%	0.0%	4.8%	3.6%
	<b>Upper middle</b>	77.2%	10.1%	7.6%	5.1%	0.0%
	<b>Lower middle</b>	79.1%	7.0%	7.0%	3.5%	3.5%
	<b>Lower</b>	86.7%	1.2%	2.4%	8.4%	1.2%

(1) Taken from the 2011 Census data.