

## Churchill Estates Management Ltd

(formerly Millstream Management Services Ltd)

### Gender Pay Gap Report 2021

#### Introduction

This report publishes gender pay data for Churchill Estates Management Ltd (formerly Millstream Management Services Ltd) in order to illustrate pay and diversity across our business. All figures in this report relate to a snapshot of our business at 5<sup>th</sup> April 2021 for the pay gap and the 12 months prior to that date for the bonus gap.

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

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.

#### Mean and Median Pay Gap Figures

This section sets out the mean and median hourly pay gaps for Churchill Estates Management Ltd (based on April 2021 payroll data), as well as the mean and median bonus gaps (based on bonus and commission data from 6<sup>th</sup> April 2020 to 5<sup>th</sup> April 2021).

##### Mean Hourly Gender Pay Gap: 3%

- This means the mean pay for women is 3% lower than that for a man (2020: 10%)

##### Median Hourly Gender Pay Gap: 2%

- This means the median pay for women is 2% lower than that for a man (2020: 2%)

##### Mean Bonus Gender Pay Gap: 32%

- This means the mean bonus for women was 32% lower than that for a man (2020: 15% lower<sup>1</sup>)

##### Median Bonus Gender Pay Gap: -0%

- This means the median bonus for women is the same as that for a man (2020: 0%)

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<sup>1</sup> This figure is distorted for Year to 5<sup>th</sup> April 2021 as a result of an exceptional bonus payment made to one male individual, without which the data would show females working at Millstream Management Services earn more in bonus payments than males.

## Proportion of employees receiving a bonus

### PROPORTION OF EMPLOYEES RECEIVING A BONUS

Note: 2020 figures shown in brackets

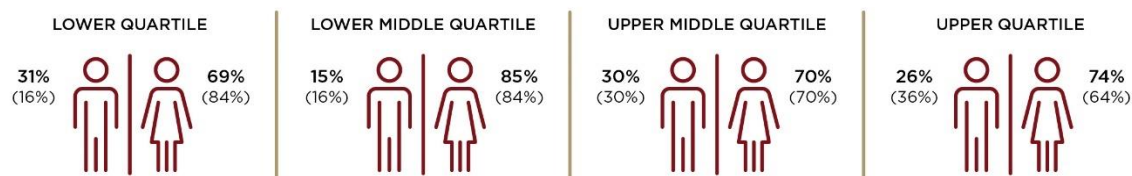


## Proportion of Male and Female Colleagues in each Pay Quartile

These charts show the gender makeup of the Churchill Estates Management Ltd workforce in each of our 'Pay Quartiles'.

Pay Quartiles are calculated by ordering the hourly rates of pay for each Colleague across the business from lowest to highest, splitting the list into four equal-sized groups (quartiles), then calculating the percentage of males and females in each quartile.

In 2021 we continued to see all pay quartiles have a majority of female Colleagues, with the highest percentage female representation occurring at "upper" and "lower middle" quartiles.



## Summary

We are committed to continuing to reward our Colleagues based on their performance, and to maintaining an equal and fair reward strategy that ensures we are recruiting and retaining the best people, whilst encouraging diversity within our industry sector.

- Ends -