

Gender pay gap



*And our continued commitment
to closing it*

Our *gender* pay gap figures

Data shown relates to The Office Group Properties Limited (TOG) and Fora Space Limited (Fora) on 5th April 2023. Data from both companies has been combined to provide a holistic view under The Office Group.

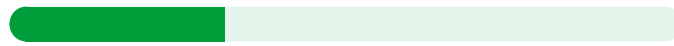
Improving diversity and inclusion in the workplace makes for a richer, more enjoyable work environment and delivers better experiences for our clients and members.

Mean hourly pay gap

The mean hourly pay gap is the difference between the average hourly pay paid to male employees and female employees. Hourly pay includes salary and commission paid in April 2023.

The Office Group

31.93%



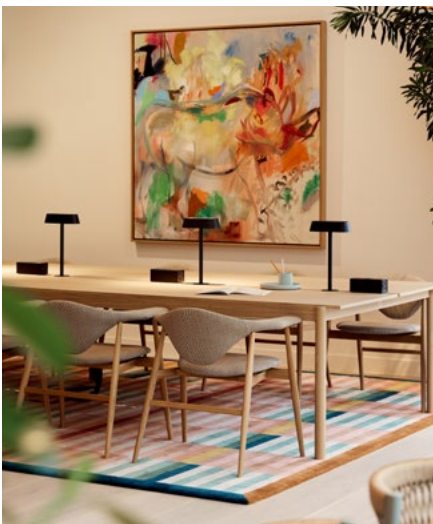
TOG

33.89%



Fora

28.84%



All companies with 250 or more employees in the UK must now publish their own gender pay gap figures annually, by comparing the average pay for all men to the average pay for all women, without accounting for job type, tenure, location, or performance ratings. It's important to understand that the gender pay gap is not a like-for-like comparison of what women and men are paid when working in the same role or at the same level. This is known as pay equality and is a matter of law. At The Office Group, we pay women and men equally for equal work.

Our *gender* pay gap figures

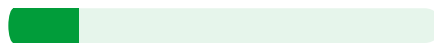
Data shown relates to The Office Group Properties Limited (TOG) and Fora Space Limited (Fora) on 5th April 2023. Data from both companies has been combined to provide a holistic view under The Office Group.

Median hourly pay gap

The median is the mid-point between the highest and the lowest amount paid to a male and female employee.

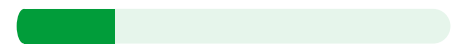
The Office Group

9.62%



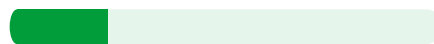
TOG

14.81%



Fora

13.71%



The mean bonus pay gap is the difference between the average of bonus paid to male employees and female employees. Bonus pay includes quarterly bonuses, annual bonus and commission payments paid within the 12-month period prior to April 2023.

Mean bonus pay gap*

70.59%

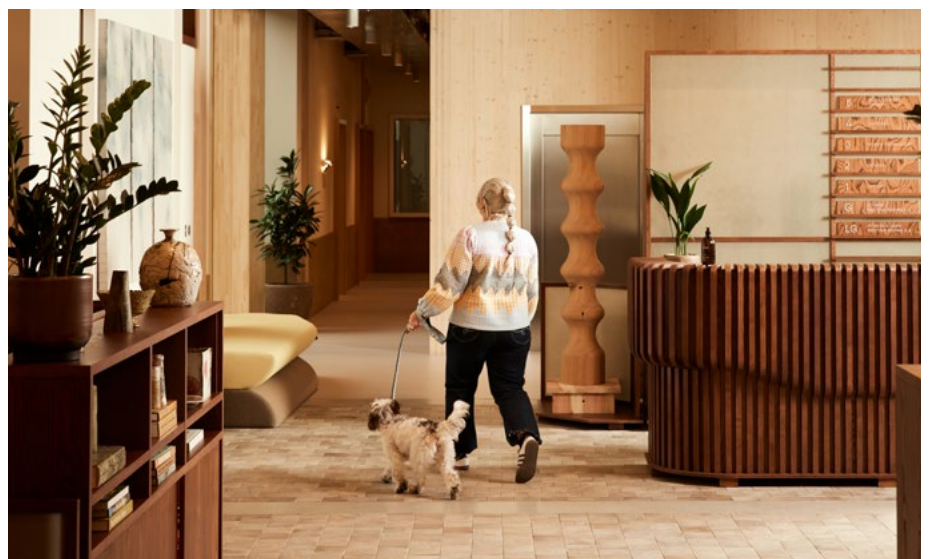


Median bonus gap*

45.96%



**Figures available only represent TOG in April 2023.*



Our *gender* pay gap figures

Data shown relates to The Office Group Properties Limited (TOG) and Fora Space Limited (Fora) on 5th April 2023. Data from both companies has been combined to provide a holistic view under The Office Group.



	<i>TOG</i>	<i>Fora</i>
Full pay employees	397	178
Maternity leave	10	4
SSP	21	4
April mid-month starters	6	0
April leavers	10	3

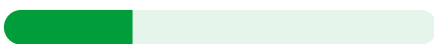
Proportion of men and women receiving a bonus based on TOG data only:

39.30%



Men

38.70%



Women

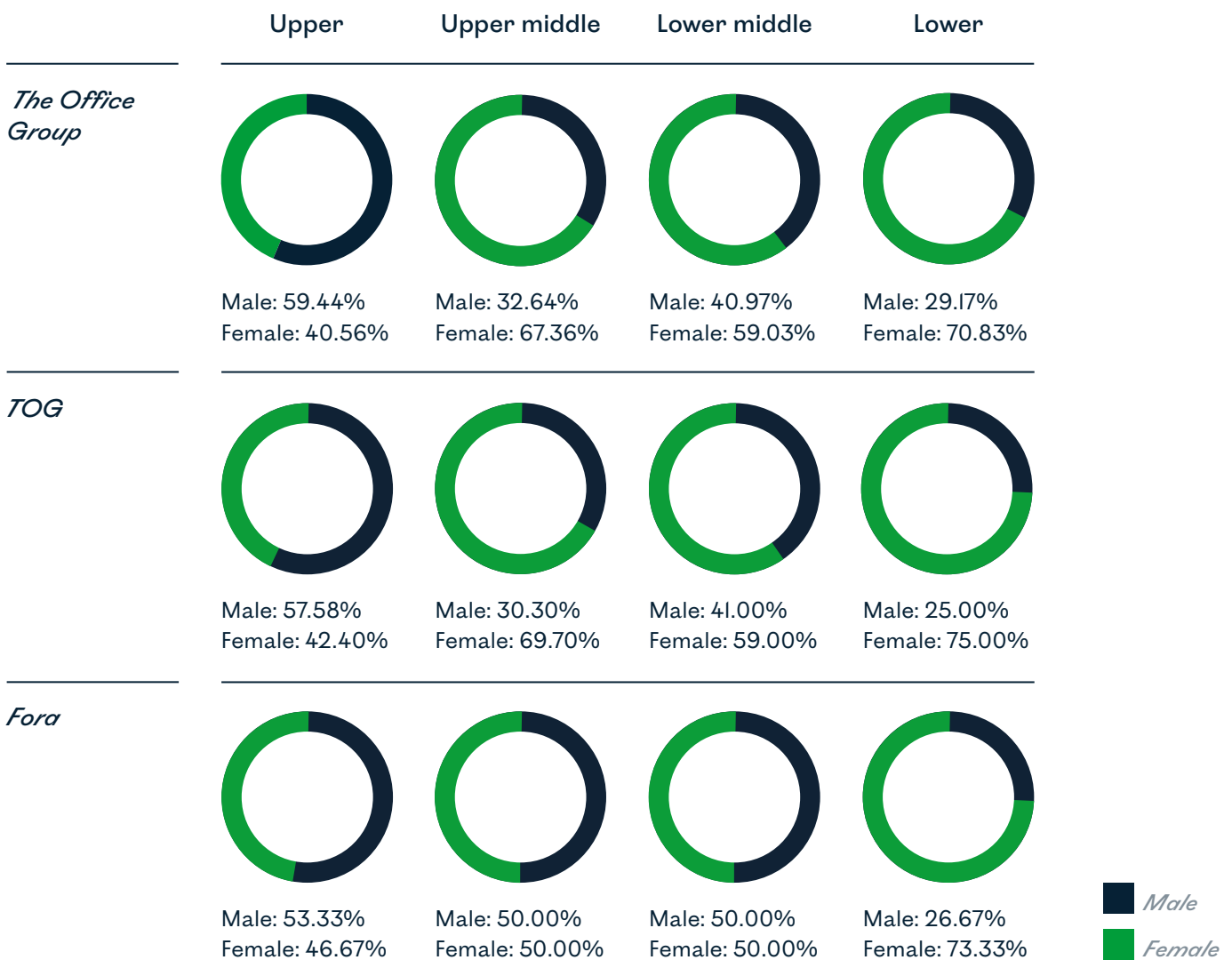


Our *gender* pay gap figures

Data shown relates to The Office Group Properties Limited (TOG) and Fora Space Limited (Fora) on 5th April 2023. Data from both companies has been combined to provide a holistic view under The Office Group.



Proportion of men and women in each hourly paid quartile.



What we're doing to close the gap

1

Promotions

Through change we made great progress between April 2022 and April 2023 and promoted 98 employees, of which 64 were women.

2

Reward

We continued to focus on our reward philosophy and framework, drawing focus to our Member Host population, who are majority female, and ensuring our salary bandings were competitive and fair. We are currently working with an external reward consultant to review our entire package in order to help bring transparency to our bandings and have invested in a Reward Manager to provide accurate data for key decision making.

3

DE&I Committee Relaunch:

We have relaunched our committee to help ensure there is a platform for two-way feedback on diversity and inclusion to support consistent growth and improvement. We want to help challenge, create change, and champion what is important to employees so that this is represented and celebrated both internally and externally.

4

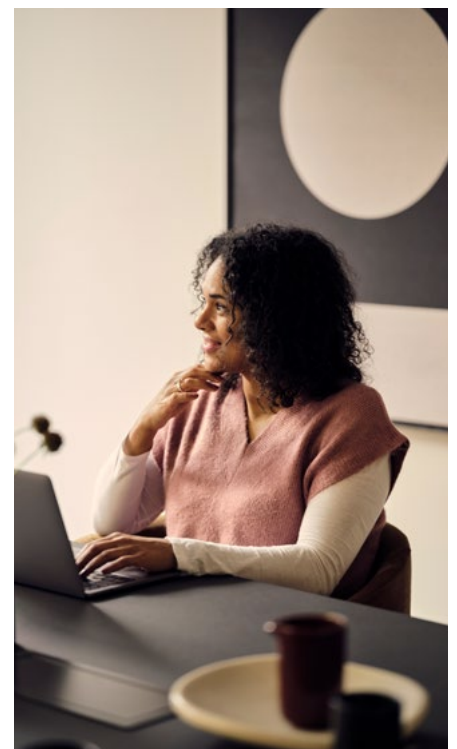
Apprenticeships

Since we launched apprenticeship opportunities in 2023, we have 16 employees enrolled, 12 of which are women and we have invested £69,000 from our levy fund.

5

Identifying opportunities

We have created a new partnership with an independent third party to provide honest feedback on our current initiatives and to challenge our ways of working to ensure decision making is fair, void of biases and our working environment is inclusive.





Enrico Sanna

CEO,
The Office Group



Olly Olsen

Executive Chairman,
The Office Group



It is clear to us that, while the Gender Pay Report is a powerful prompt, we don't want our primary focus to be on short term measures to 'fix' the score.

Instead, we will continue to seek to address the underlying causes – namely developing and recruiting more women into senior roles and by encouraging more women to pursue opportunities across all areas of the business.

Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.