

ARUN ESTATES GENDER PAY & BONUS GAP REPORT FOR 2025 (PUBLISHED IN MARCH 2026)



As a business we recognise that our success is only achieved through valuing our customers and our people. For all our sales colleagues, whether they are working in residential sales, lettings or financial services commission income forms on average a third of total pay and each of the steps of our career pathways have a defined and transparent salary banding appropriate to job role and seniority.

Our commission and bonus payments are defined and paid based on results achieved.

Plus, it's important to understand that as 47% of our female workforce worked part time in this reporting snapshot, their ability to generate commission income is reflective of the proportion of the working week worked.

This compares to just 8% of our male workforce choosing to work part time.

In addition, our support departments and administrative teams have a larger proportion of female workers, whose preference is not to work in our commissioned sales environment therefore they are remunerated accordingly.

They don't earn bonus pay, other than our own internal reward and recognition currency, which represents only a small percentage of their pay.

Promoting from within is key to our success and we will always make every attempt to find a workable solution to every flexible working request we receive, as we understand the value of retaining our workforce when they may choose to adjust their working week to accommodate caring responsibilities.

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in average pay of men and women within an organisation regardless of the job they do, or the area of the organisation they work in.

This is different from equal pay, which directly compares the pay for a woman doing the same or equivalent role.

SUMMARY OF RESULTS:

Mean gender pay gap in hourly pay is

35.64%

Median gender pay gap in hourly pay is

34.58%

PAY QUARTILES SUMMARY:

60.42%

Male



39.58%

Female

44.06%

Male



55.94%

Female

23.30%

Male



76.70%

Female

19.07%

Male



80.93%

Female

BONUS SUMMARY:

Proportion of employees with bonus pay:



Female

71.40%



Male

85.29%

Mean bonus gap is

54.58%

Median bonus gap is

51.61%

I confirm the information within this report is accurate.

Aldo Sotgiu
Group Managing Director