

GENDER PAY REPORT 2016/17

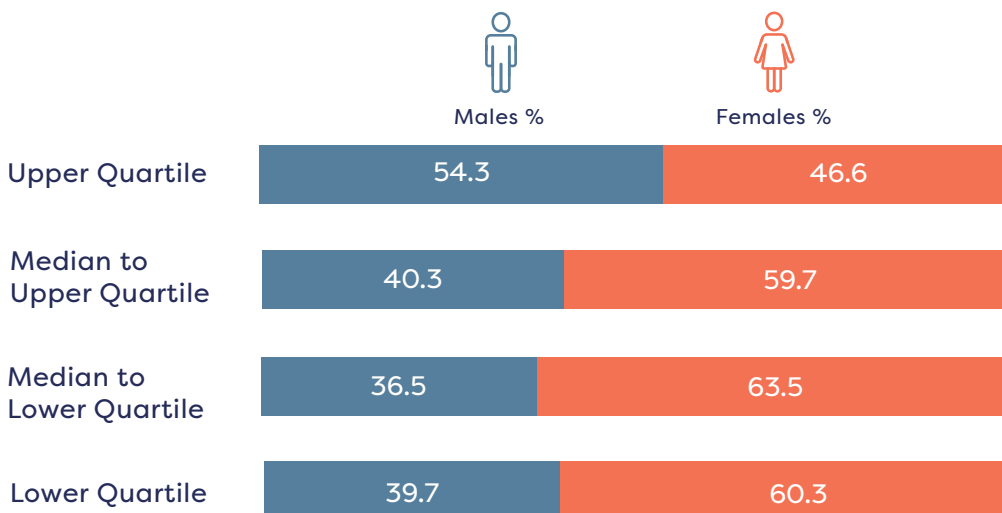
Onward Homes

As an organisation with over 250 employees Onward must publish and report specific information about our gender pay. Gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Onward remains committed to eliminating any gender pay gap and supports the fair treatment and reward of staff irrespective of their gender.

The metrics are based on data as at 31st March 2017

| | |
|--------------------------------|------|
| Mean Gender Pay Gap | 8.9% |
| Median Gender Pay Gap | 6.1% |
| Mean Gender Bonus Gap | N/A |
| Median Gender Bonus Gap | N/A |
| % of Males receiving a Bonus | 0% |
| % of Females receiving a Bonus | 0% |

PAY QUARTILE PERCENTAGES



The gender pay gap of 8.9% (mean) and 6.1% (median) for Onward Homes is a positive position and reflects the diverse nature of our workforce at all levels in the organisation. We are delighted that our performance is better than the sector and significantly better than organisations of a similar size and turnover.

It is pleasing to note that there is almost an equal balance of males and females in the upper quartile position, and significant number of females taking up senior and middle management roles. The lower quartile positions do have higher proportions of females, predominantly due to part-time and more flexible working arrangements which tend to be taken up more by female members of staff. These results are reflective of the sector position and one we will continue to monitor.

Onward is going through a significant transformational change and re-structure and we expect this to have a further positive impact on our gender pay gap position. This has included a review and evaluation of all role descriptions aligned to defined pay grades, embedding our equality and diversity policy across the business, and supporting staff with training and development opportunities. Onward is a family friendly employer and is committed to a flexible approach to working for all staff.

I confirm that the published information is accurate and has been calculated in line with the regulations.

A handwritten signature in blue ink, appearing to read 'Rapley'.

Bronwen Rapley

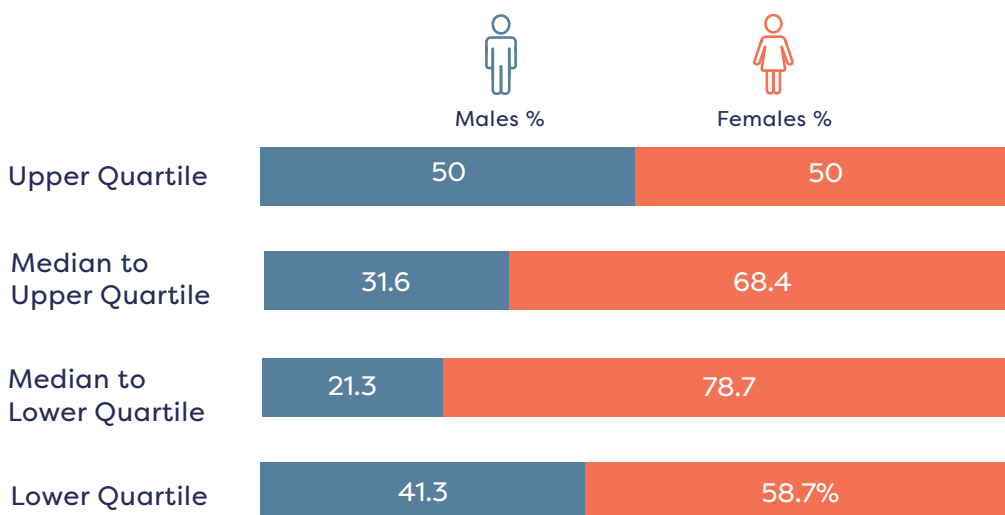
Liverpool Housing Trust

As an organisation with over 250 employees Liverpool Housing Trust (LHT) must publish and report specific information about our gender pay. Gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. LHT remains committed to eliminating any gender pay gap and supports the fair treatment and reward of staff irrespective of their gender.

The metrics are based on data as at 31st March 2017

| | |
|--------------------------------|------|
| Mean Gender Pay Gap | 8.9% |
| Median Gender Pay Gap | 11% |
| Mean Gender Bonus Gap | N/A |
| Median Gender Bonus Gap | N/A |
| % of Males receiving a Bonus | 0% |
| % of Females receiving a Bonus | 0% |

PAY QUARTILE PERCENTAGES



The gender pay gap of 8.9% (mean) and 11.0% (median) for LHT is a positive position and reflects the diverse nature of our workforce at all levels in the organisation. We are delighted that our performance is better than the sector and significantly better than organisations of a similar size and turnover.

It is pleasing to note that there is an equal balance of males and females in the upper quartile position, and significant number of females taking up middle management roles. The lower quartile positions do have higher proportions of females, predominantly due to part-time and more flexible working arrangements which tend to be taken up more by female members of staff. These results are reflective of the sector position and one we will continue to monitor.

I confirm that the published information is accurate and has been calculated in line with the regulations.

Bronwen Rapley

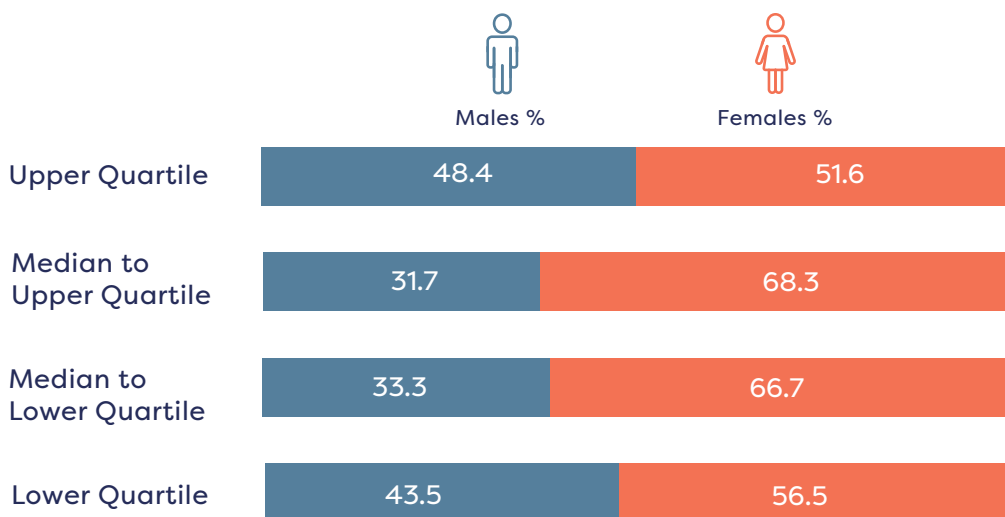
Contour Homes

As an organisation with over 250 employees Contour must publish and report specific information about our gender pay. Gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. Contour remains committed to eliminating any gender pay gap and supports the fair treatment and reward of staff irrespective of their gender.

The metrics are based on data as at 31st March 2017

| | |
|--------------------------------|------|
| Mean Gender Pay Gap | 6.5% |
| Median Gender Pay Gap | 2.2% |
| Mean Gender Bonus Gap | N/A |
| Median Gender Bonus Gap | N/A |
| % of Males receiving a Bonus | 0% |
| % of Females receiving a Bonus | 0% |

PAY QUARTILE PERCENTAGES



The gender pay gap of 6.5% (mean) and 2.2% (median) for Contour Homes is a very positive position and reflects the diverse nature of our workforce at all levels in the organisation. We are delighted that our performance is better than the sector and significantly better than organisations of a similar size and turnover.

It is pleasing to note that there is an almost equal balance of males and females in the upper quartile position, and significant number of females taking up middle management roles. The lower quartile positions do have higher proportions of females, predominantly due to part-time and more flexible working arrangements which tend to be taken up more by female members of staff. These results are reflective of the sector position and one we will continue to monitor.

I confirm that the published information is accurate and has been calculated in line with the regulations.

Bronwen Rapley