

International House Trust Limited (hereinafter referred to as IH)

Gender Pay Gap – March 2021

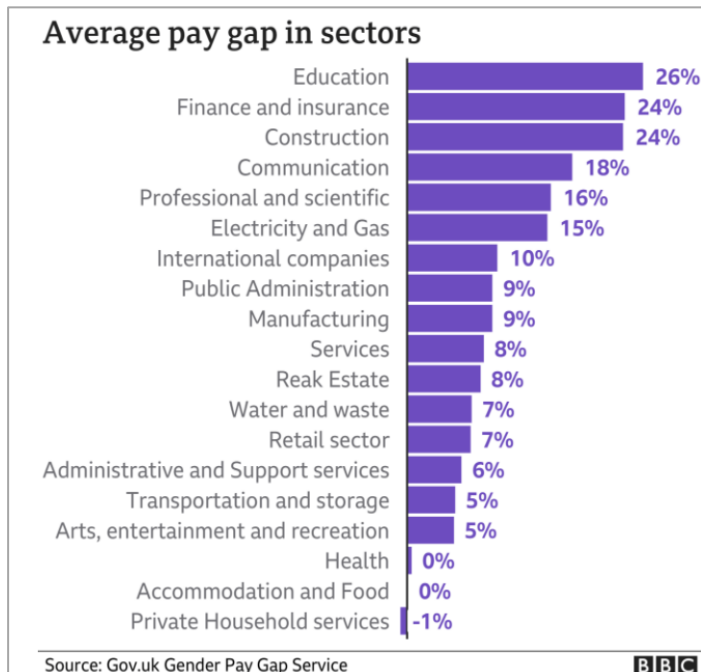
Review Date: Feb 2022

We are pleased to publish our second gender pay gap report which has seen 10.96% improvement in the gender pay gap for International House.

As a workforce, IH employs 29% male employees and 71% women. Our gender pay gap is detailed in the table below, where our mean pay for male is -6.92% lower than female employees in the organisation.

Requirements			Findings and Submission	
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	B	The mean pay for male is -6.92% less than female pay	
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	C	The median pay for male is -21.37% less than female	
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	E	The mean bonus gap is 100%, where male were paid more than female	
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	F	The median bonus gap is 100%, where male were paid more than female	
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period	D	Of the total bonus paid, 100% were paid to male, and 0% to females	
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands	A	Of the total workforce, 29% are male, and 71% are female	

IH’s mean gender pay gap of -6.92%. The mean in the education sector was at 26%. IH is committed to reduce the gender pay gap and some of the initiatives enumerated below continues be an area of focus:



- Improving Gender Pay Gap:** IH is committed to improve gender pay gap and some of the initiatives are enumerated below:
- Encourage women to stay and progress their career growth with IH.
 - Support and develop more women into help women in middle management roles to progress to senior roles.
 - Supporting women through employment policies that make it easier to balance work life and progress in their career.
 - Regularly review and ensure that the gap is narrowed across divisions which have a gender gap.

Note: International House had a number of challenges in extracting the data from the HR system, ADP. Although ADP is a market leader in this space and IH had invested a significant amount of resources, capital and revenue expenditure in implementing the system a number of issues surfaced from dealing with this supplier which has impacted our ability as an organisation to have visibility and take management action. We have extracted the available data on best endeavours and averages applied to complete the analysis. Business expenses and similar are excluded in arriving at the above results.

2021 had furlough and computations complex as hours were not available accurately in the HR system to derive averages.