



THE PRINCE'S FOUNDATION IS COMMITTED TO FAIRNESS, EQUALITY AND INCLUSION AND TO REDUCING OUR GENDER PAY GAP

The Prince's Foundation is committed to ensuring gender equality in pay. In this, our first report on gender pay, we outline steps we currently take to promote gender pay equality as well as some additional steps we will introduce in response to our gender pay gap. Our mean gender pay gap is 18.8% and our median gender pay gap is 13.2%. The Prince's Foundation does not have a bonus pay gap as the Foundation did not pay any bonuses during the period in question. Further information is set out on page 2.

The Prince's Foundation is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The Prince's Foundation gender pay gap is the result of the composition and distribution of males and females within the organisation. The Prince's Foundation gender pay gap is most evident in the top quartile pay band and reflects the number of males in more senior roles in the organisation on the reporting date. Within the top two pay quartiles there is a higher proportion of men to women, and within the lower two pay quartiles there is a higher proportion of women to men.

ADDRESSING THE PAY GAP

What we do Since its inception, The Prince's Foundation has worked to ensure fairness and equality during the recruitment process and treatment of staff by following these guidelines:

- Recruitment advertising is worded, designed, and disseminated with the primary objective of reaching and appealing to a broad spectrum of people.
- Applications for new roles or for promotions within the organisation are treated without discrimination or regard to gender or background of applicants.
- Appointments and movement of staff within the organisation are conducted without discrimination or regard to gender or background of applicants; instead, any appointment is made solely on the judgement that the candidate represents the best option available to fulfill the job description.

Future action Our first gender pay gap report and its data provides a baseline for the Foundation. We can now actively work to reduce the gap and intend to do so through the following actions:

- We will review our approach to Pay and Reward to ensure it is promoting fairness and opportunity at every level, as intended.
- We will foster a culture of talent management and succession planning in order to provide more support for both men and women who would like to progress to senior management levels through the organisation.
- We will review our approach to training for middle and senior management positions to ensure both male and female employees are equipped with the skills to succeed.
- We will enhance our approach to flexible working and will review our family-friendly policies to ensure we are providing sufficient support to parents. This includes enhancing our shared parental leave entitlement to ensure equal accessibility to all.

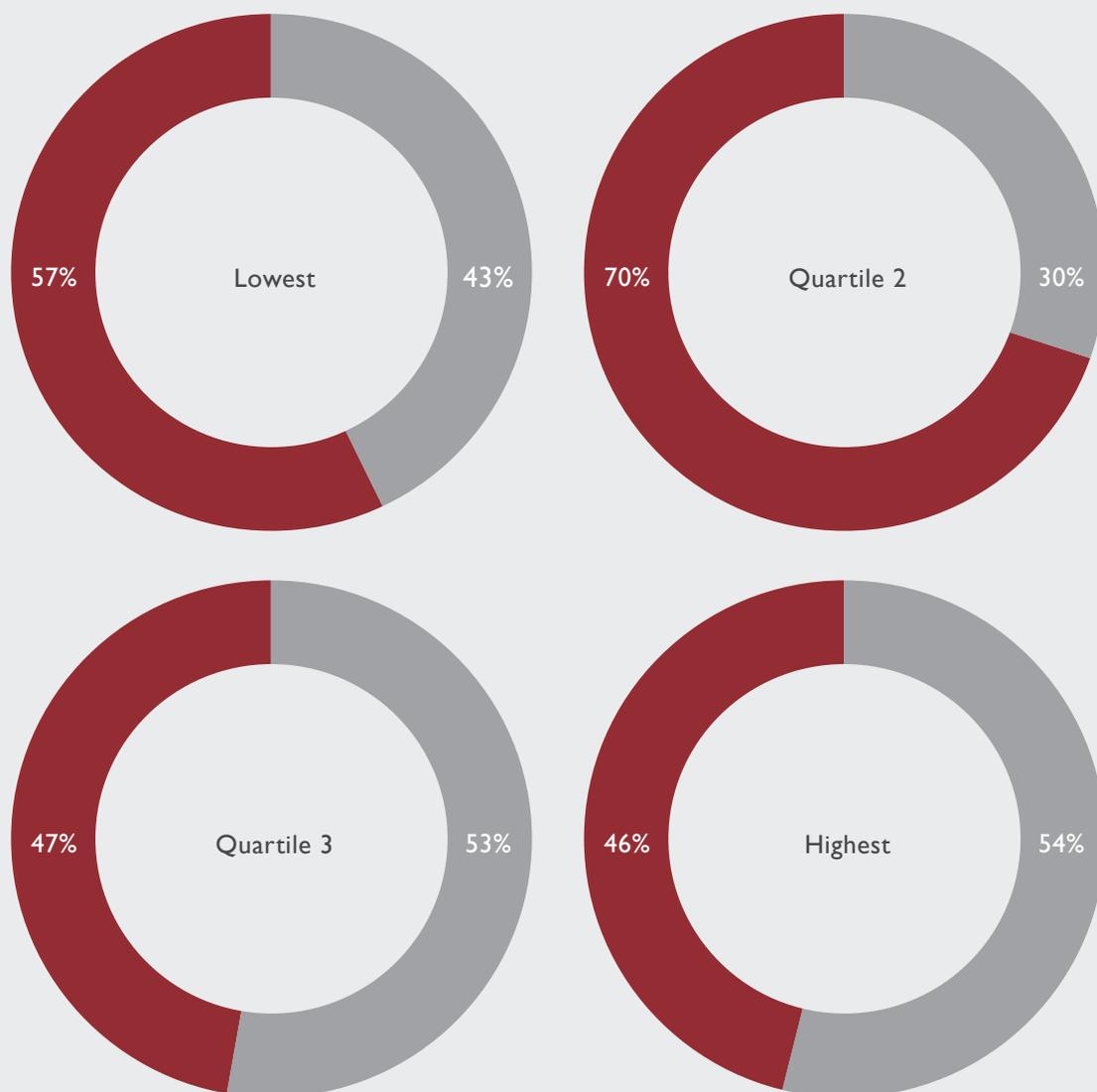


The gender pay gap at The Prince's Foundation

Figures correct as at April 5, 2019



The workforce of The Prince's Foundation in April 2019 comprised 279 employees – 54.8% female and 45.2% male. These charts depict the proportion of females and males in the organisation by pay quartiles.



I confirm the accuracy of the information in this report. **Michael Fawcett**, Chief Executive Officer, The Prince's Foundation.

Key: Male Female