



## Independent Limited Assurance Report to The Crown Estate Commissioners

KPMG LLP ('KPMG' or 'we') were engaged by The Crown Estate Commissioners ('The Crown Estate') to provide limited assurance over the Selected Information described below for the year ended 5 April 2020.

### Our conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of the remainder of this report, in particular the inherent limitations explained below and this report's intended use.

### Selected Information

The scope of our work includes only the information included in Appendix 1, and within the Gender Pay Gap section ('the Report') on The Crown Estate's website for the year ended 5 April 2020, marked with the symbol ◊ ('the Selected Information').

We have not performed any work, and do not express any conclusion, over any other information that may be displayed elsewhere on The Crown Estate's website for the current year or for previous periods unless otherwise indicated.

### Reporting Criteria

The Reporting Criteria we used to form our judgements are The Crown Estate 2020 UK Gender Pay Gap Reporting Methodology as set out at [www.thecrownestate.co.uk/assurance-reporting](http://www.thecrownestate.co.uk/assurance-reporting) ('the Reporting Criteria'). The Selected Information needs to be read together with the Reporting Criteria.

### Inherent limitations

The nature of non-financial information, and the methods and precision used to determine non-financial information, allow for different, but acceptable evaluation and measurement techniques and can result in materially different measurements, affecting comparability between entities and over time.

The conclusions we have reached are not intended to be interpreted as implying full compliance with any laws or regulations.

### Specific Limitation

We have relied on gender classification data in The Crown Estate Human Resources IT system that originate from employees self-assigning their gender during The Crown Estate recruitment process, or when they have subsequently requested a change.

### Board of Commissioners' responsibilities

The Board of Commissioners of The Crown Estate are responsible for:

- designing, implementing and maintaining internal controls relevant to the preparation and presentation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- selecting and/or developing objective Reporting Criteria;
- measuring and reporting the Selected Information in accordance with the Reporting Criteria; and
- the contents and statements contained within the Report and the Reporting Criteria.

### Our responsibilities

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria and to report to The Crown Estate in the form of an independent limited assurance conclusion based on the work performed and the evidence obtained.

### Assurance standards applied

We performed our work in accordance with International Standard on Assurance Engagements (UK) 3000 – 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' ('ISAE

(UK) 3000') issued by the Financial Reporting Council. That Standard requires that we obtain sufficient, appropriate evidence on which to base our conclusion.

The work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

### Independence, professional standards and quality control

We comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and we apply International Standard on Quality Control (UK) 1, 'Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements'. Accordingly, we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements and professional standards (including independence, and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour) as well as applicable legal and regulatory requirements.

### Summary of work performed

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information, whether due to fraud or error, our work included, but was not restricted to:

- assessing the appropriateness of the Reporting Criteria for the Selected Information;
- assessing the implementation of the methodology specified by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for the UK gender pay gap calculation and disclosure;
- conducting inquiries with The Crown Estate management to obtain an understanding of the key processes, systems and controls in place over the preparation of the Selected Information;
- carrying out selected limited substantive testing, including agreeing a selection of the Selected Information to the corresponding supporting information;
- comparing a selection of pay data used to prepare the Selected Information to source documentation including payroll records (payslips), bacs reports, and HR systems for a selection of individual employees;
- agreeing total pay data as per data used to prepare the Selected Information, to bacs reports and bank statements;
- re-performing a selection of the calculations used to prepare the Selected Information; and
- reading the Report and narrative in the Report accompanying the Selected Information regarding the Reporting Criteria, and for consistency with our findings.

### This report's intended use

This assurance report is made solely to The Crown Estate in accordance with the terms of the engagement contract between us. Those terms permit disclosure to other parties, solely for the purpose of The Crown Estate showing that it has obtained an independent assurance report in connection with the Selected Information.

We have not considered the interest of any other party in the Selected Information. To the fullest extent permitted by law, we accept no responsibility and deny any liability to any party other than The Crown Estate for our work, for this assurance report or for the conclusions we have reached.



**Independent Limited Assurance Report to The Crown Estate Commissioners (continued)**

KPMG LLP

**KPMG LLP**

*Chartered Accountants*

London

7 June 2021

The maintenance and integrity of The Crown Estate website is the responsibility of the Board of Commissioners of The Crown Estate; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the Report when presented on The Crown Estate's website.



## Appendix 1 – Selected Information

The Underlying Selected Information that constitutes the Selected Information are listed below. The information in this Appendix needs to be read together with the attached limited assurance report and the Reporting Criteria.

<b>Underlying selected data</b>	<b>Selected information</b>
Difference in mean pay between male and female employees (%)	5.9%
Difference in median pay between male and female employees (%)	-6.3%
Difference in mean bonus pay between male and female employees (%)	14.6%
Difference in median bonus pay between male and female employees (%)	-61.2%
The proportion of males receiving a bonus (%)	83.3%
The proportion of females receiving a bonus (%)	69.7%
Proportion of males between 0-25 percentile pay band (quartile A)	81.6%
Proportion of females between 0-25 percentile pay band (quartile A)	18.4%
Proportion of males between 26-50 percentile (quartile B)	42.1%
Proportion of females between 26-50 percentile (quartile B)	57.9%
Proportion of males between 51-75 percentile (quartile C)	49.1%
Proportion of females between 51-75 percentile (quartile C)	50.9%
Proportion of males between 76-100 percentile (quartile D)	69.0%
Proportion of females between 76-100 percentile (quartile D)	31.0%