

Gender Pay Gap Report 2017

The following information shows the Gender Pay and Bonus Gap at Moneycorp CFX LTD at the snapshot date of 5th April 2017.

Hourly pay gap

The difference between Men and Women.

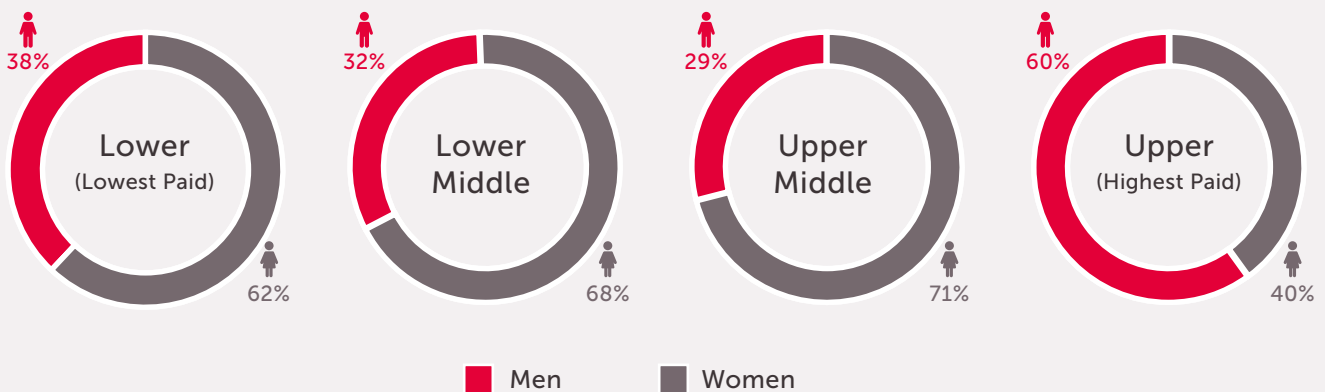
Hourly pay differences gap	
Mean*	24%
Median**	9%

Bonus pay gap

The difference between Men and Women for bonuses paid for the 2016 performance year.

Bonus pay differences gap	
Mean*	63%
Median**	19%

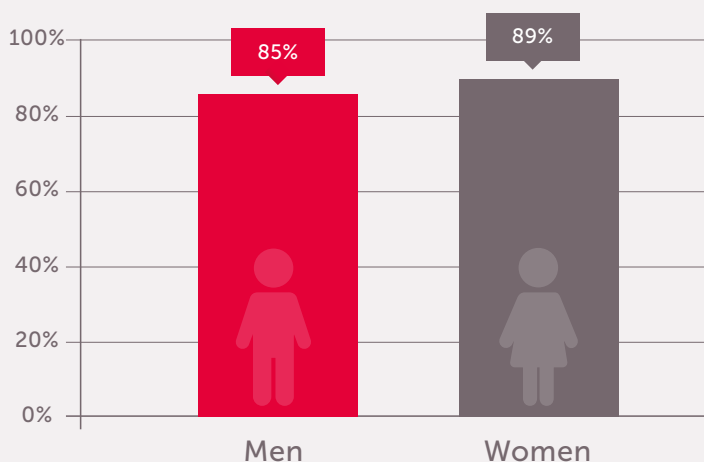
Proportion of Men and Women per earnings quartile



* **Mean** – Difference between the average hourly rate of pay between men and women.

** **Median** – Difference in pay between the mid female pay and the male mid pay.

Proportion of staff receiving a bonus



Our Findings

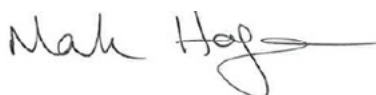
- ◆ There are more women than men in lower paid jobs
- ◆ Historically more women in upper middle roles with bonus eligibility
- ◆ Historically more males in more senior roles attracting higher salaries, for example airport management and wholesale bank notes

Our Commitment

As a business we are passionate about women achieving their potential that's why we are focussed on developing our female managers in addition to:

- ◆ Attracting more females into our industry sector using content to showcase women in the industry
- ◆ Focusing on female development
- ◆ Introducing further flexible working programmes

I can confirm that the data reported is accurate.



Mark Horgan
Chief Executive Officer