

Gender Pay Gap Report 2018

The following information shows the Gender Pay Gap and bonus gap at Moneycorp CFX LTD at the snapshot date of 5th April 2018.

What is the gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women regardless of the nature of their work across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

The report shows the following:

Median

If all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.

Mean

Difference between the average hourly rate of pay between men and women, affected by the different numbers of men and women in different roles.

Bonus Payment Calculations

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.

Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

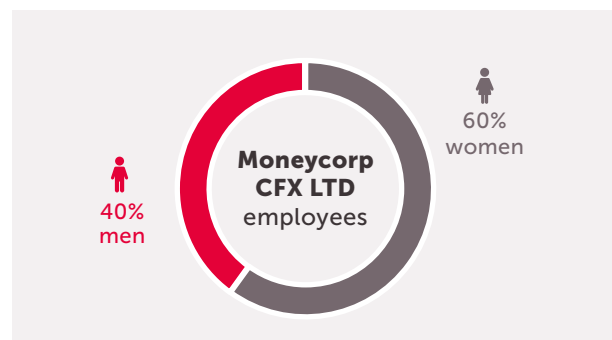
Pay Quartiles

The report also shows the percentage of women and men in each pay quartile.

The report is made up of many different roles that have a range of different pay rates.

Gender balance

At the snapshot date there were 388 relevant Moneycorp CFX LTD employees



Hourly pay gap

The difference between Men and Women.

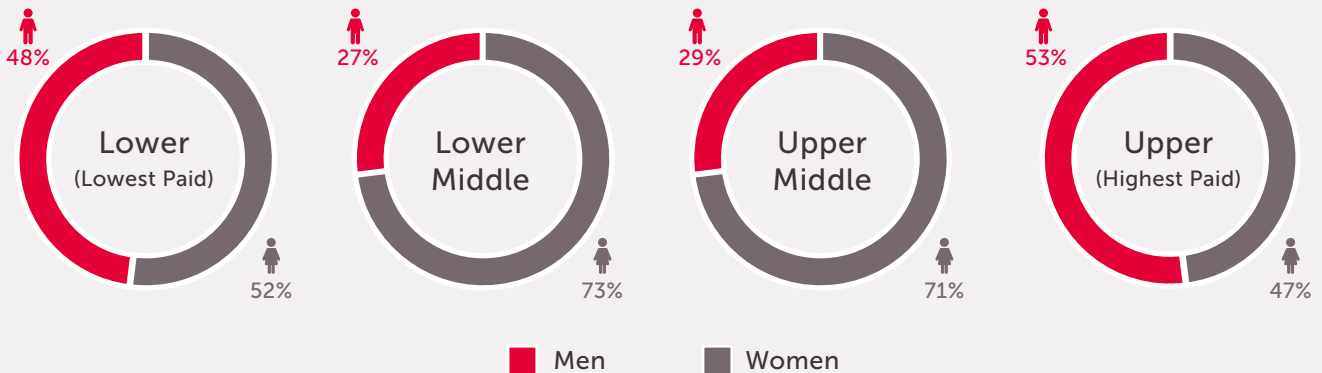
Hourly pay difference gap	
Mean	24.3%
Median	1.4%

Bonus pay gap

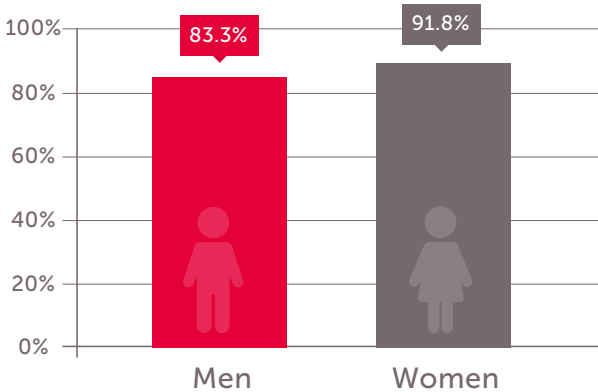
The difference between Men and Women.

Bonus pay difference gap	
Mean	24.7%
Median	17.8%

Proportion of Men and Women per earnings quartile



Proportion of staff receiving a bonus



Understanding this information

- ◆ There are more women than men in lower / lower middle 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 banknotes

Our Commitment

As a business we are passionate about women achieving their potential that’s why in 2018 we worked hard to address our gender pay gap. We believe that some of the following initiatives are helping us to close the gap.

- ◆ Focusing on the attraction of more females into our industry sector using content to showcase women in the industry. Including a feature on the women of moneycorp to celebrate international woman’s day 2018
- ◆ Introduction of a new enhanced maternity pay policy
- ◆ Focusing on female development and promotion with senior managers attending the moneycorp manager programme
- ◆ Introduction of annual leave entitlement of 25 days for all employees irrespective of length of service
- ◆ Introduction of further flexible working programmes

I can confirm that the data reported is accurate.

Mark Horgan
Chief Executive Officer