

Gender Pay Gap Reporting 2019

What is it about?

Everyday Loans takes a leading role in recognising and valuing the benefits that come from our diverse workforce. By ensuring, we provide an inclusive workplace culture where all employees are valued and included, results in a more engaged, motivated and productive workforce.

The gender pay gap demonstrates the differences in the average pay between men and women. This is different to equal pay, which requires men and women, who carry out the same or similar roles, or work of equal value, are paid the same.

It is unlawful to pay people unequally because of their gender.

Pay and Bonus Gap

The table below demonstrates our overall mean and median gender pay and bonus gap based on the snapshot date of 5 April 2019 (hourly pay) and bonus paid in the 12 months to 5 April 2019.

Pay & Bonus Gap	Mean	Median
Hourly Pay Gap	16%	6%
Bonus Gap	36%	26%

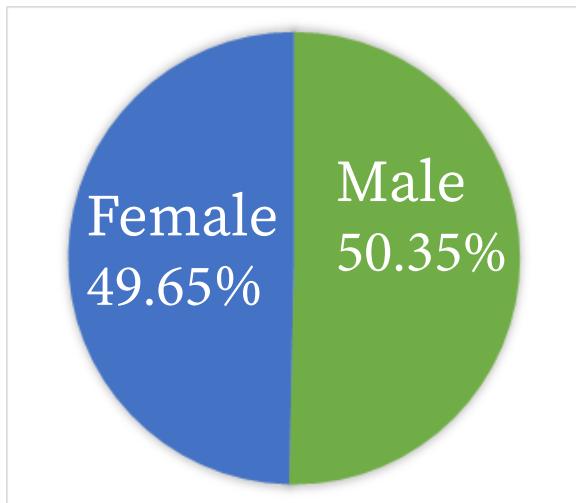
This is the statutory calculation that we are required to publish. The mean is the average and the median is the middle value in all the numbers listed in numerical order. It shows the difference in average pay and bonus between all men and women within our Company.

We are pleased that our average mean hourly pay gap has improved from 26% back to 16%, as was seen prior to the acquisition of George Banco in 2017 and had seen an increase. This is also the same for our median hourly pay gap, which has significantly improved from 12.2% to 6%. Whilst we are pleased with the work taken so far, we are confident that we can continue to improve our practices where people are being paid differently due to their gender.

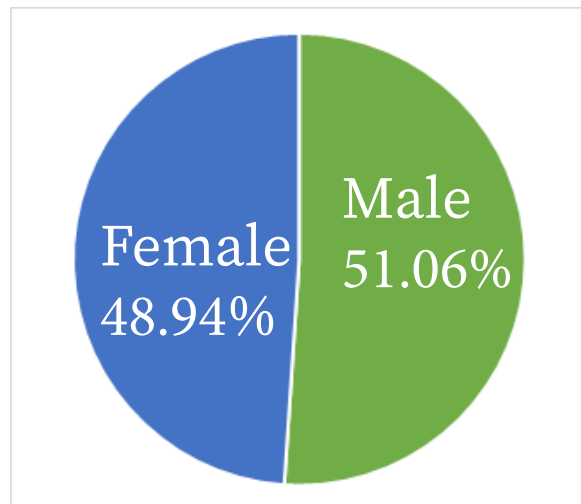
Pay Quartiles

The data illustrates the gender distribution at Everyday Loans across four equally sized quartiles of our business (dividing our employees into 4 equal groups, from lowest to highest paid)

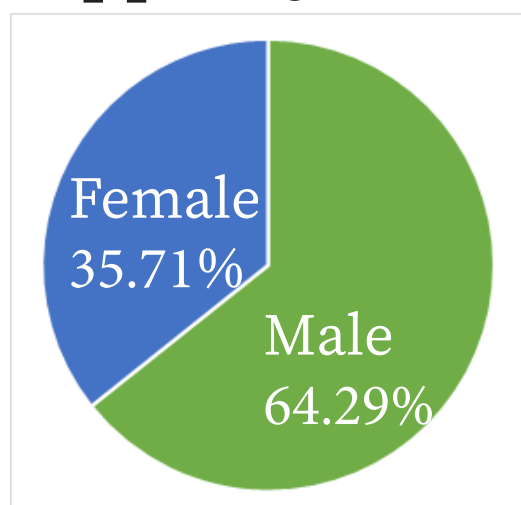
Lower Quartile



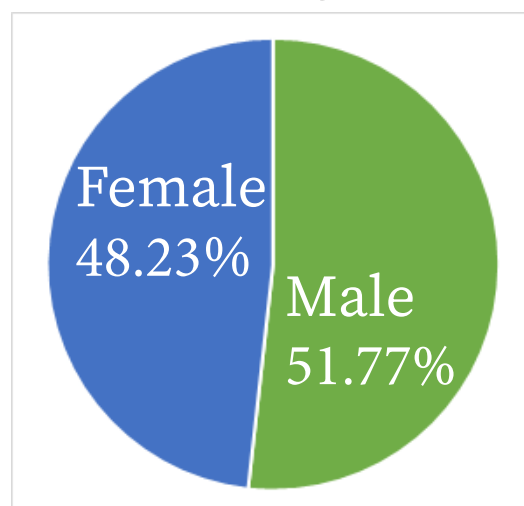
Lower Middle Quartile



Upper Quartile



Upper Middle Quartile



There is a significant improvement across three quartiles, the lower, middle and upper middle, as the table illustrates both male and female are equally represented. However as noted, in the upper quartile, there is a heavier weighting towards male employees where there has been a reduction in our Female representation of our Upper Quartile band by 4.29%. One main factor of this is due to our Guarantor Loans Division where there is a greater proportion of male employees in senior leadership positions.

In 2019, Everyday Loans signed up to the Women in Finance Charter and made a commitment of having at least 40% of women in senior roles by 2021. With recent promotions of two female Directors to the Everyday Loans Board representing 50% of the Directors and three female Divisional General Managers, representing 60% of the Senior Leadership team in the network, we are confident that we will reach this target.

Whilst we acknowledge the improvements we have made, we recognise there is still a gender pay gap particularly in the Upper Quartile, we are clear on why it exists and are focused on the steps we need to take to close the gap.

Our Actions

Everyday loans commits to promoting gender equality, devoting appropriate resources to its implementation, monitoring, reporting and evaluation. We will continue to:

- ▶ Reviewing the structure of our workforce, listening to our employees and improving our policies around diversity
- ▶ Actively reviewing decision around performance, pay and bonuses
- ▶ Supporting employees through flexible working and professional development
- ▶ Delivering tailored plans to promote gender equality across the group
- ▶ Supporting female progression into senior roles with the aim of having at least 40% of women in senior roles by 2021.

Statement

I, Steven White, CEO, confirm the information in this statement is accurate and in line with mandatory requirements.

Steven White
CEO
March 2020