

Gender Pay Gap Reporting 2020

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 2020 (hourly pay) and bonus paid in the 12 months to 5 April 2020.

Pay & Bonus Gap	Mean	Median
Hourly Pay Gap	14%	7%
Bonus Gap	22%	3%

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.

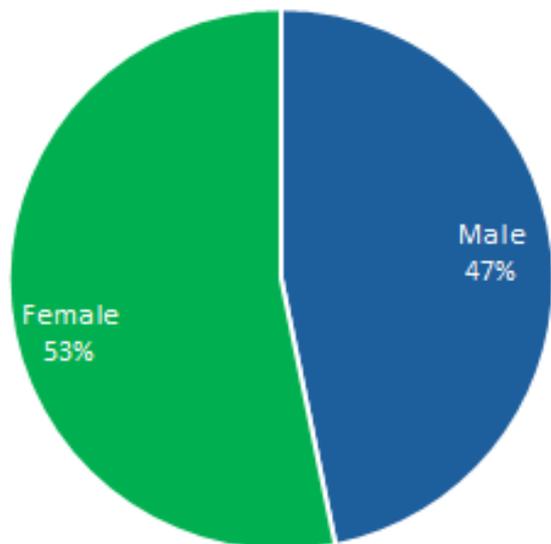
We are pleased that our average mean hourly pay gap has improved from 16% back to 14%. The mean bonus gap has improved significantly from 36% to 22% and the median bonus gap has improved from 26% to 3%. However, our hourly pay gap in median has slightly increased from 6% to 7%. There is still more work to do to reduce this gap.

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.

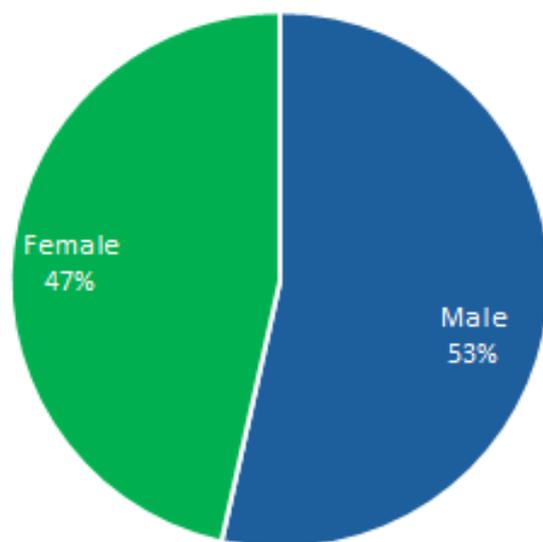
Pay Quartiles

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)

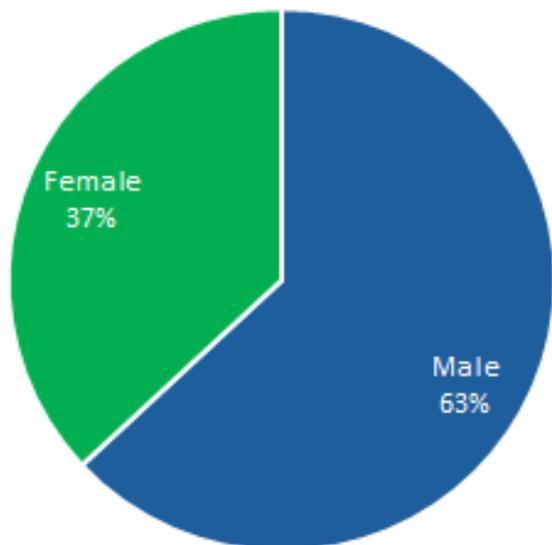
Lower Quartile



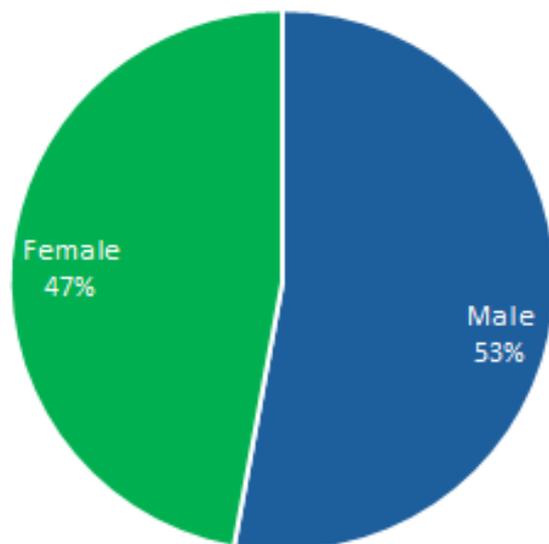
Lower Middle Quartile



Upper Quartile



Upper Middle Quartile



There has been an improvement across three quartiles, the lower, lower middle and upper middle, as the table illustrates, we are closing the gap to ensure both male and female are equally represented. There has been a slight improvement to the upper quartile by 1.23% in comparison to last year.

In 2019, Everyday Loans signed up to the Women in Finance Charter and made a commitment of having at least 40% of women in middle/senior roles by 2025.

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

- ▶ Review 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 middle/senior roles by 2025.

Statement

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

Jon Wiggins
CEO
March 2021