

Moneysupermarket
Group

BEYOND COMPARISON

GENDER PAY GAP **REPORT 2020**

This report is based on Moneysupermarket Group's April 2020 data

WHAT IS GENDER PAY GAP AND HOW IS IT CALCULATED?

Gender pay gap is the difference between the average hourly pay of men and women across all jobs.

This includes base salary, bonuses, commission, allowances and share awards.

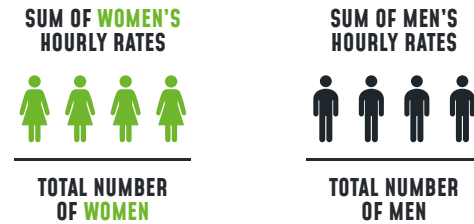


GENDER PAY IS DIFFERENT FROM EQUAL PAY

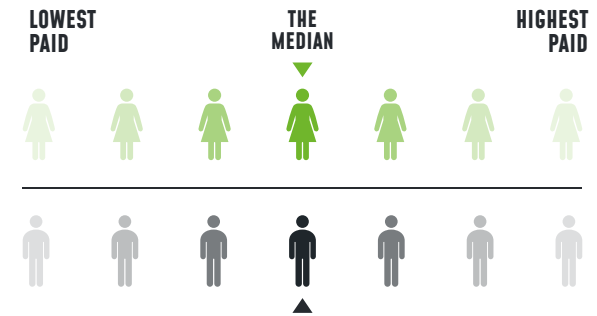
Equal pay is the legal requirement to ensure that men and women doing the same roles or roles of equal value are paid equally.

Equal pay doesn't always mean the same pay, as there are many legitimate factors why colleagues carrying out the same roles might be paid a little differently, for example due to different expertise, competency and performance levels.

We have a gender-neutral approach to determining pay for our roles and regularly monitor this via equal pay audits.



Mean gender pay gap (the average) is typically the reported headline figure. It's calculated by adding up the hourly rate of all female colleagues and dividing this figure by the number of female colleagues – then do the same with male colleagues. The mean gender pay gap is the difference between the mean male and mean female hourly pay.



Median gender pay gap (the middle) – if we lined up all colleagues in a female line and a male line in order of their pay, the difference in pay between the female and male in the middle of their respective lines is the median pay gap.

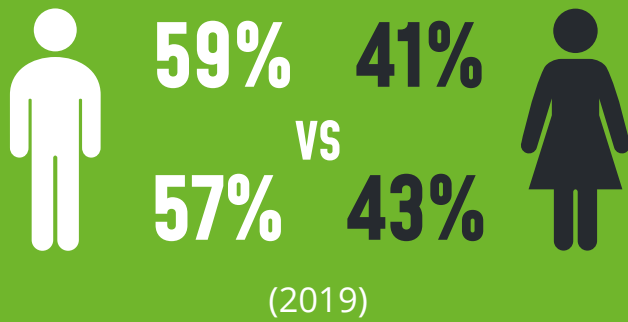
EXECUTIVE SUMMARY

- Our long-term aim is to close our gender pay gap by addressing systemic barriers to balanced gender representation
 - We've made great improvements over the past three years on our **mean** pay gap which currently stands at **5.3%**
 - We have more women than men on our Board (66%)
 - Female representation in executive management has increased (from two to three) whilst male representation has decreased (from nine to five)
 - Our average female hourly pay increased by 11.7% since last year
 - Women continue to be attracted to our inclusive culture, clear career levels, generous parental leave policies and flexible working approach
- Unfortunately, our **median** gender pay gap has worsened for the second year. This is largely due to relative under-representation of women at career levels C and D, which are most typically found in Tech and Data functions, and which reflects the wider UK challenge of female under-representation in technical roles
- For comparison, the 2019 gender pay gap in the UK stands at 17.3%



KEY STATISTICS

GENDER REPRESENTATION %



HEADCOUNT DECREASED BY 3.1%



OUR RESULTS - PAY



Our **mean** (average) gender pay gap is:

5.3%

This is a 13.2% pts improvement on last year

2019	18.5%
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2018	22.8%
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2017	35.1%
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Our **median** (middle) gender pay gap is:

21%

This is a 2.4% pts decrease on last year

2019	18.6%
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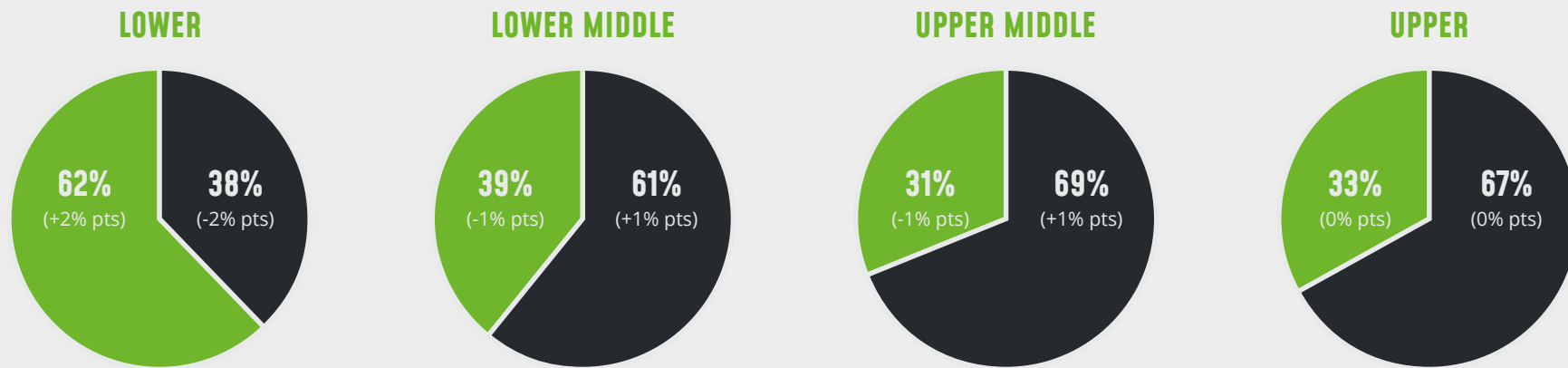
2018	15.6%
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2017	24.6%
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OUR RESULTS - PAY

Proportion of men and women in each pay quartile, with variance to 2019 in brackets



Women Men



OUR RESULTS - BONUS

OUR MEAN (AVERAGE)

gender bonus gap
improved by 30% pts to

26%

OUR MEDIAN (MIDDLE)

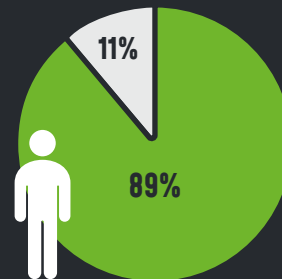
gender bonus gap
improved by 108% pts to:

-7%

In favour of women

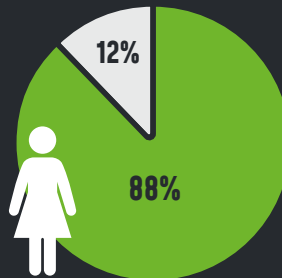
(Compared with 2019)

% OF COLLEAGUES WHO RECEIVED A BONUS



3% increase since 2019

■ Bonus ■ No Bonus



No increase since 2019

■ Bonus ■ No Bonus

OUR ACTION PLAN

Our long-term goal is to close our gender pay gap

We are committed to minimising the gap each year, remaining transparent about our data and accountable for balancing the representation of women at all levels.



WE WILL TAKE ACTION

- To better understand and address the issues behind the increase in our median pay gap
- To work towards balancing female representation at career levels C and D
- To share additional pay reporting, starting with ethnicity pay gap

WE WILL CONTINUE

- Hiring diverse talent from a range of backgrounds
- Maintaining bias-free selection and promotion practices
- Fostering inclusive culture where everyone can thrive
- Providing gender pay gap by function to drive local accountability

DECLARATION

We confirm that the gender pay calculations are accurate and meet the requirements of the legislation



A handwritten signature in black ink, appearing to read 'Mark Lewis'.

Mark Lewis
Chief Executive Officer



A handwritten signature in black ink, appearing to read 'C. Keogan'.

Caoimhe Keogan
Chief People Officer