

# everydayloans Gender Pay Gap Reporting 2022

## What's it about?

Everyday Loans takes a leading role in recognising and valuing the benefits that come from our diverse workforce. We understand that providing 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.

Everyday Loans pays equally regardless of 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 2022 (hourly pay) and bonus paid in the 12 months to 5 April 2022.

	Mean	Median
Hourly Pay Gap	12%	1%
Bonus Gap	0%	-2%

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.

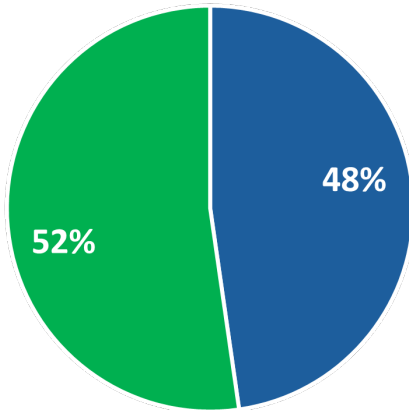
Our average mean hourly gap remained at 12%. Our hourly pay gap median has improved from 3% to 1%. The mean bonus gap has improved significantly from 11% to 0% and the median bonus gap has decreased from -3% to -2% (with females receiving higher median bonus). There is still more work to do to reduce this gap.

Whilst we are pleased with the work taken so far, we are confident that we can continue to improve our practices in order to decrease gender pay gap.

# Pay Quartiles

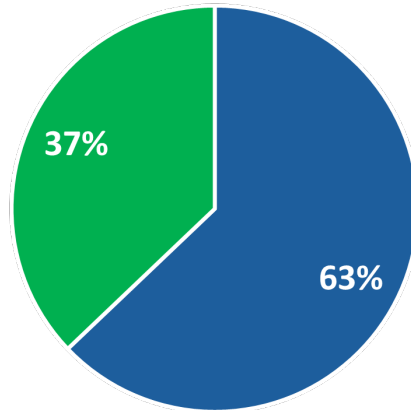
The data illustrates the gender distribution at Everyday Loans across four equally sized quartiles of our business (dividing our employees into 4 equal groups, from lowest to highest paid)

### Lower Quartile



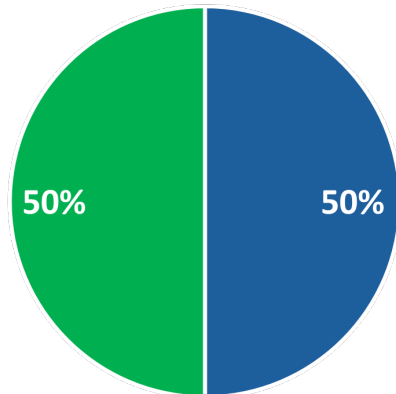
■ Male ■ Female

### Lower Middle Quartile



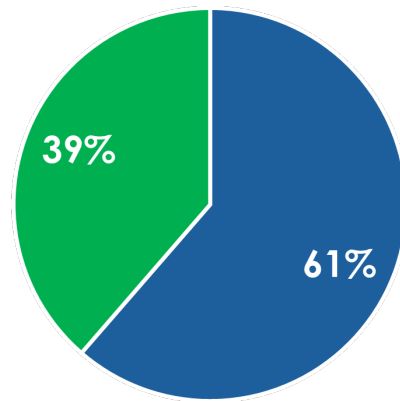
■ Male ■ Female

### Upper Middle Quartile



■ Male ■ Female

### Upper Quartile



■ Male ■ Female

In comparison to 2021, there has been an improvement in upper middle quartile where both male and female are equally represented. Unfortunately, the gap has increased in the lower middle quartile by 10.06%. There was also a slight increase in the upper quartile by 1.8%. There was increase in female representation in the lower quartile by 2.27%.

Whilst we acknowledge the improvements we have made in the upper middle quartile, we recognise there is still a gender pay gap particularly in the lower middle and upper quartiles. 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 is committed to promoting gender equality and 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 review decisions around performance, pay and bonuses.**
- ▶ **Support employees through flexible working and professional development.**
- ▶ **Develop family friendly policies.**
- ▶ **Deliver tailored plans to promote gender equality across the group.**

## Statement

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