

Gender Pay Reporting 2017-2018

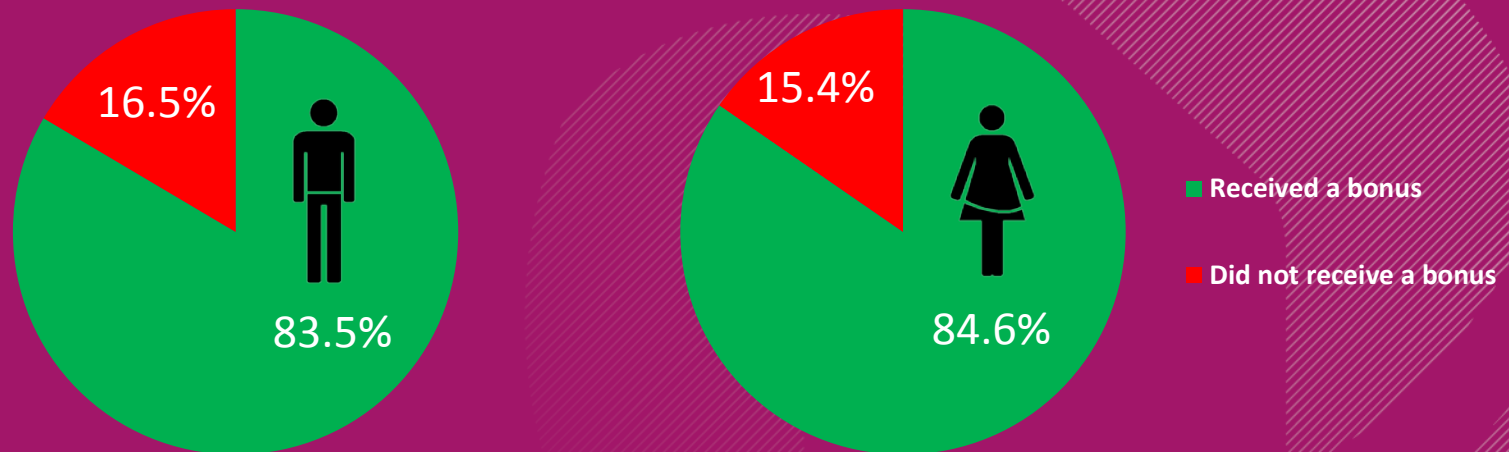
Our Gender Pay Gap Report

We are passionate about fairness, equality and inclusion and we are proud that men and women are paid comparably for doing equivalent jobs across our business.

Pay & Bonus Gap		
Difference Between Men and Women		
	Mean	Median
Hourly Fixed Pay	21.2%	0.7%
Bonus Paid	48.0%	4.3%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 1st April 2017. It also captures the mean and median difference between bonuses paid to men and women at My Home Move in the year up to 31st March 2017, i.e. for the 2016 performance year. The difference is reflective of a higher proportion of men to women at Board and Group Distribution Executive level.

Proportion of colleagues awarded bonus for 2016

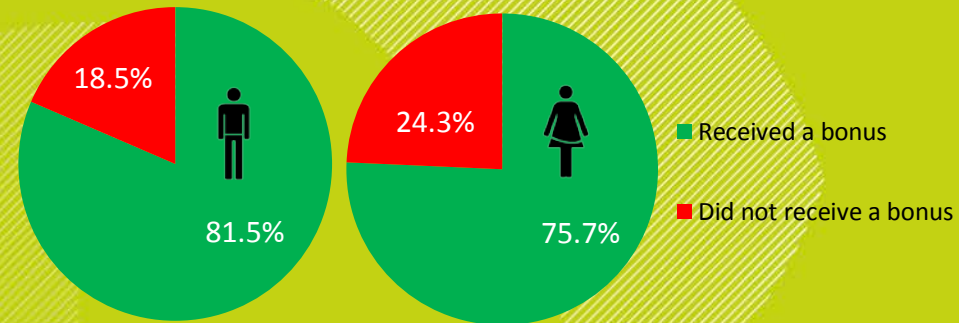


This shows a 1% difference between the number of men and women being paid a bonus for their performance in 2016.

Gender Pay & Bonus for Conveyancers

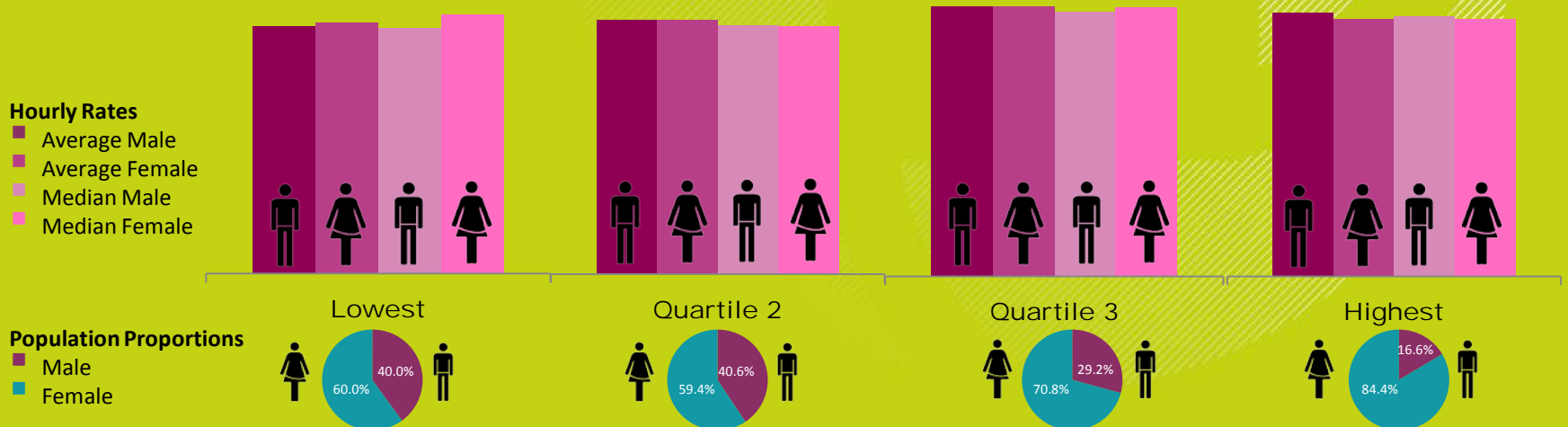
The images below illustrate the gender distribution of salaries and bonuses for all Conveyancers at My Home Move across four equally sized quartiles, each containing 65 colleagues.

Pay & Bonus Gap		
Difference Between Men and Women		
	Mean	Median
Hourly Fixed Pay	-11.00%	-19.39%
Bonus Paid	-10.87%	-30.94%

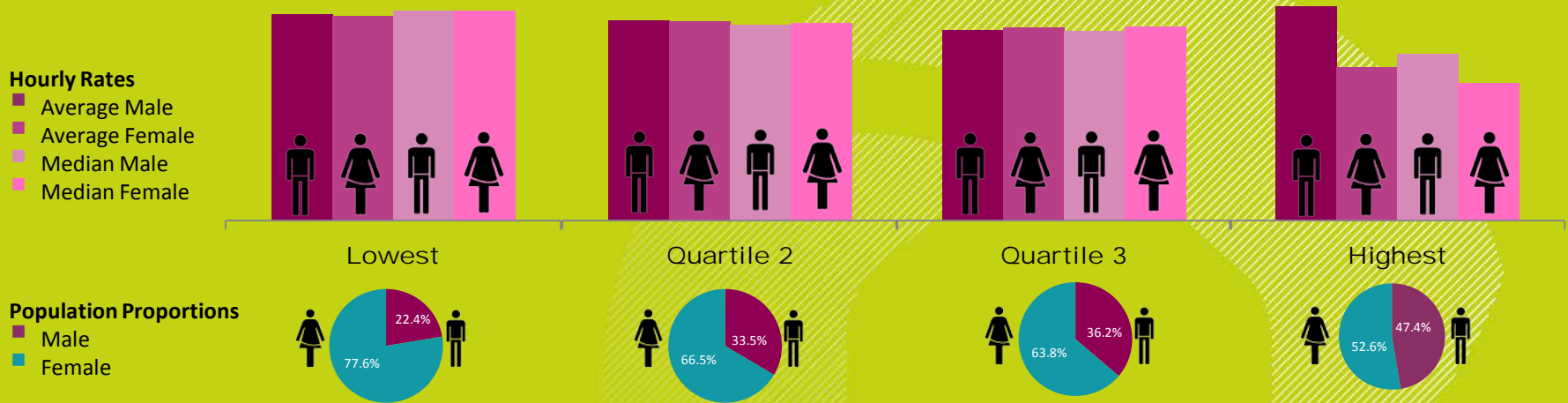


*i.e. positive female to male variance

*based on objective and consistent criteria



Pay Quartiles Total Company



The above image illustrates the gender distribution of salaries at My Home Move across four equally sized quartiles, each containing **152** colleagues.

We are confident that men and women are paid comparably for doing equivalent jobs across our business and our aim is to improve the gender balance at senior levels as the business continues to grow.

I confirm the data reported is accurate.



Karen Pay
 Director of Human Resources