

Gender Pay Reporting 2018-2019

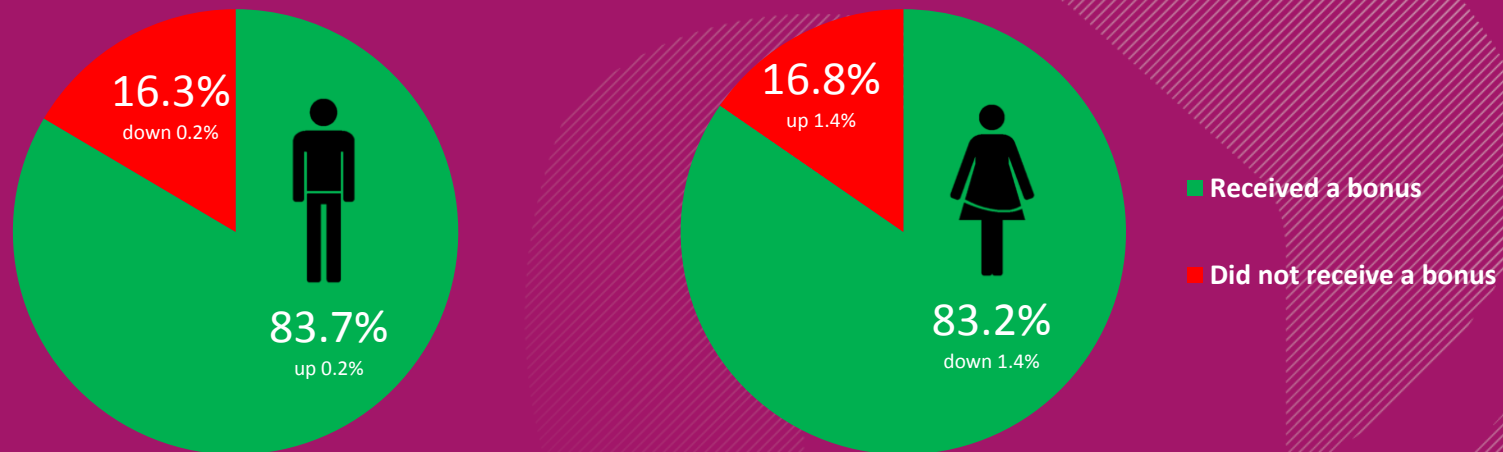
Our Gender Pay Gap Report

We are passionate about fairness, equality and inclusion and ensure 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 | 20.7% (down 0.5%) | 5.6% (up 4.9%) |
| Bonus Paid | 47.4% (down 0.6%) | 43.8% (up 39.5%) |

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 5th April 2018. 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 2018, i.e. for the 2017 performance year. The difference is reflective of a higher proportion of men to women at Board and Executive level.

Proportion of colleagues awarded bonus for 2017

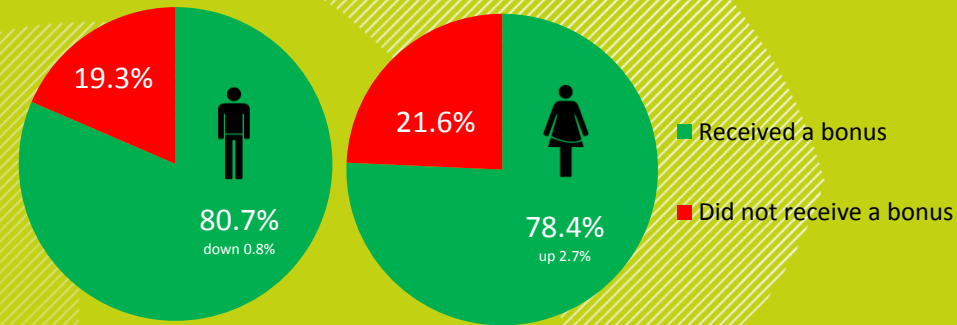


This shows a 0.5% difference between the number of men and women being paid a bonus for their performance in 2017. This is a reduction of 0.6% from 2016

Gender Pay & Bonus for Conveyancers

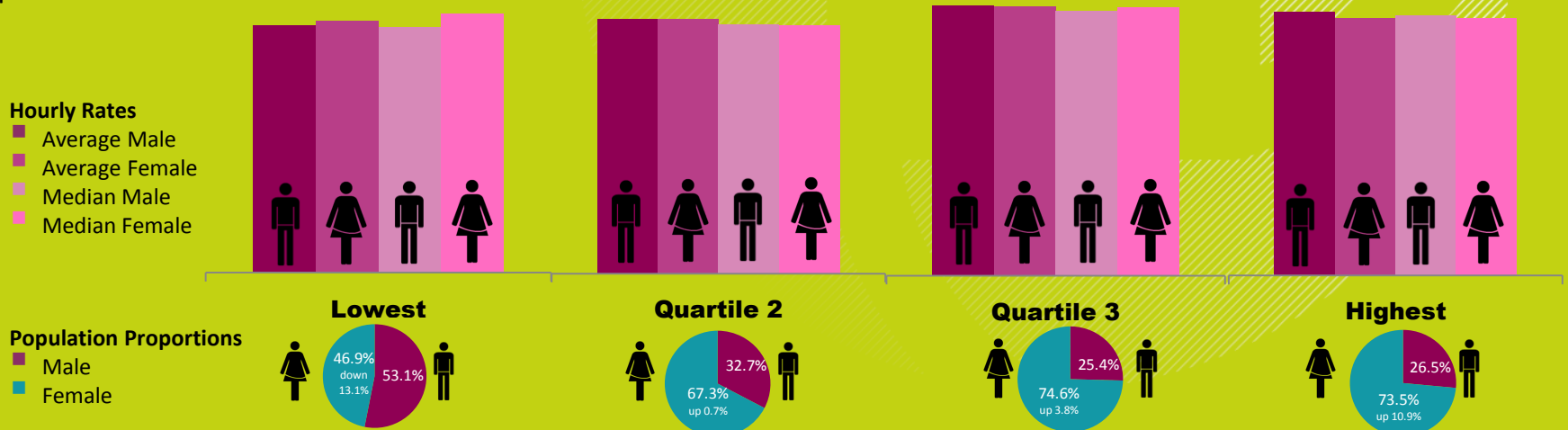
The images below illustrate the gender distribution of salaries and bonuses for all Conveyancers at My Home Move across four equally sized quartiles, each containing **65** colleagues.

| Pay & Bonus Gap | | |
|----------------------------------|-------------------------|------------------------|
| Difference Between Men and Women | | |
| | Mean | Median |
| Hourly Fixed Pay | -8.02%* (down 2.98%) | 1.66% (21.05% diff) |
| Bonus Paid | 17.69% (28.6% diff) | 43.47% (74.4% diff) |

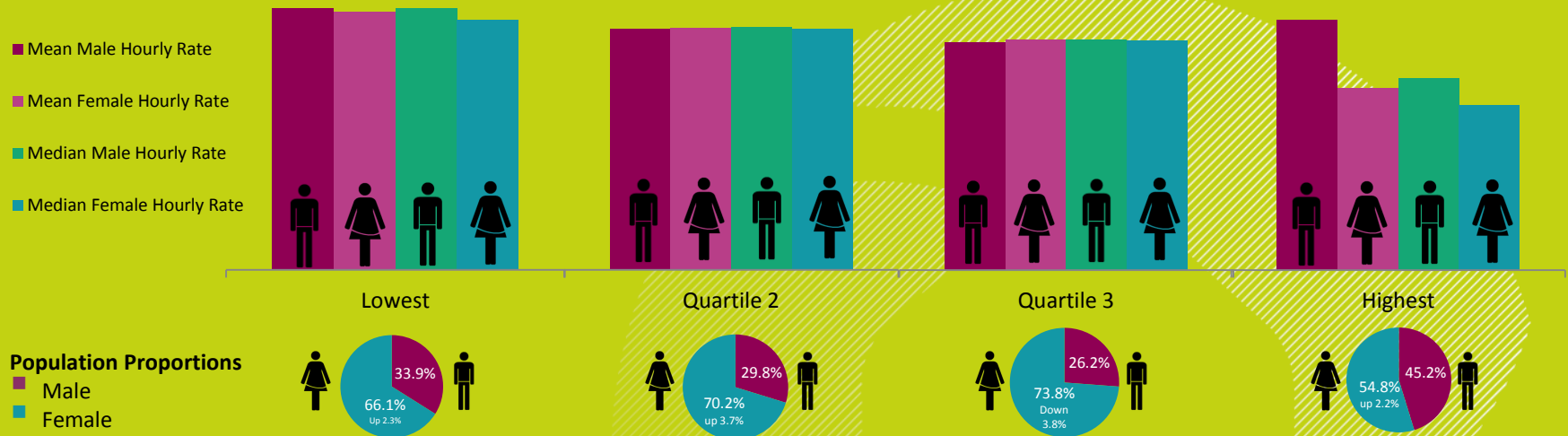


*Metrics based on objective and consistent criteria

*i.e. positive female to male variance



Pay Quartiles Total Company



The above image illustrates the gender distribution of salaries at My Home Move across four equally sized quartiles, each containing **168** colleagues.

The Senior Leadership Team 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
Chief People Officer