



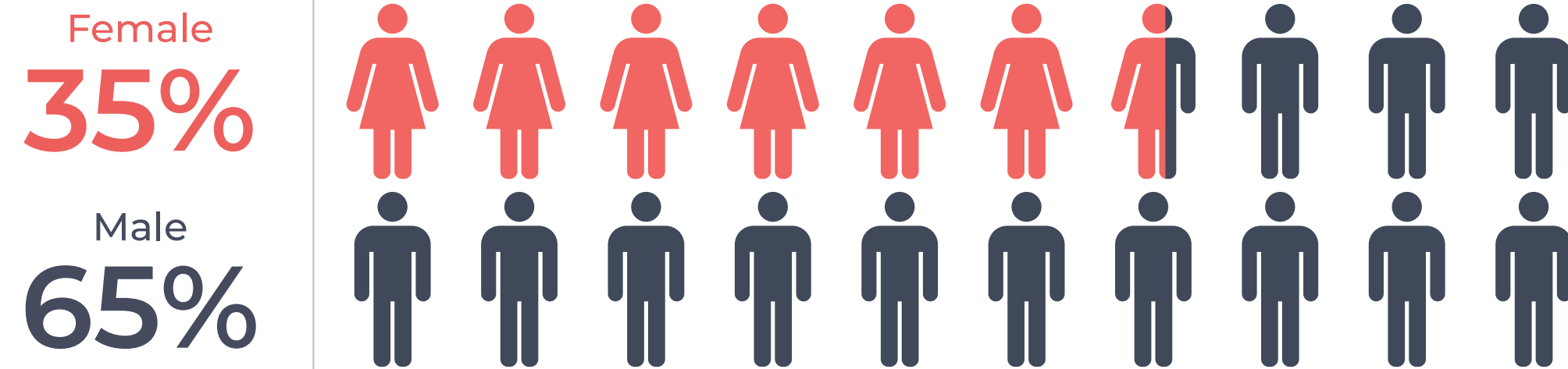
# Gender Pay Gap Report

MAB & FMD Group

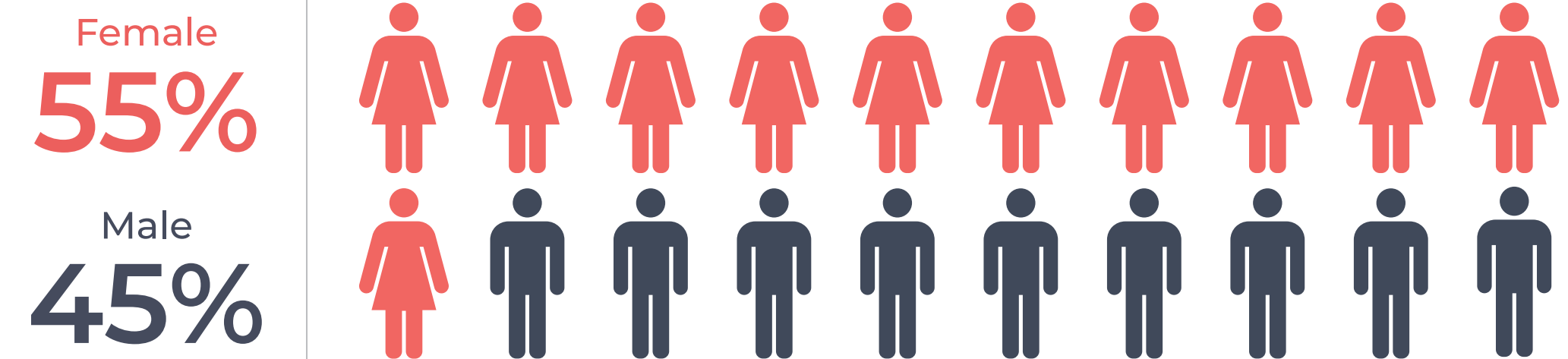
# April 2022 Data

## Pay Quartiles

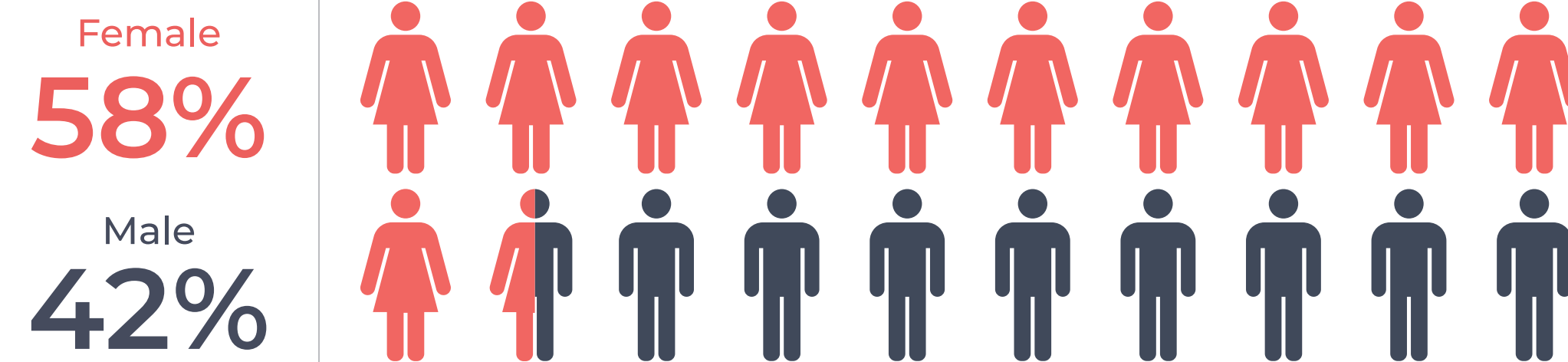
### Upper Hourly Pay Quarter



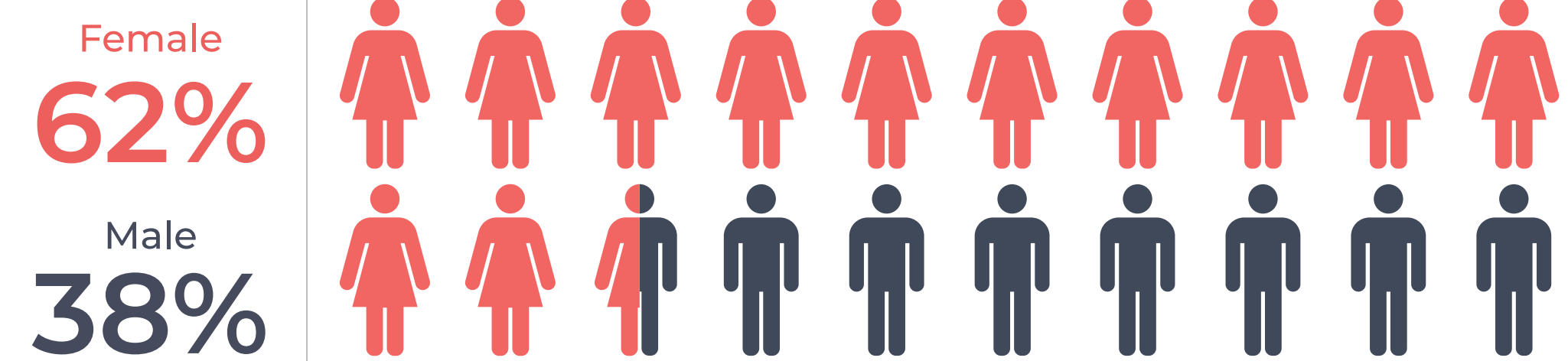
### Upper Middle Hourly Pay Quarter



### Lower Middle Hourly Pay Quarter



### Lower Hourly Pay Quarter



## Gender Pay Gap

**57%** Mean  
**18%** Median

## Bonus Pay Gap

**160%** Mean  
**40%** Median

## Receiving Bonus



# Supporting Statement

Our data provides a snapshot of Mortgage Advice Bureau Group (MABG) taken on 5<sup>th</sup> April 2022. These are the statutory dates on which the data must be captured, and the analysis carried out.

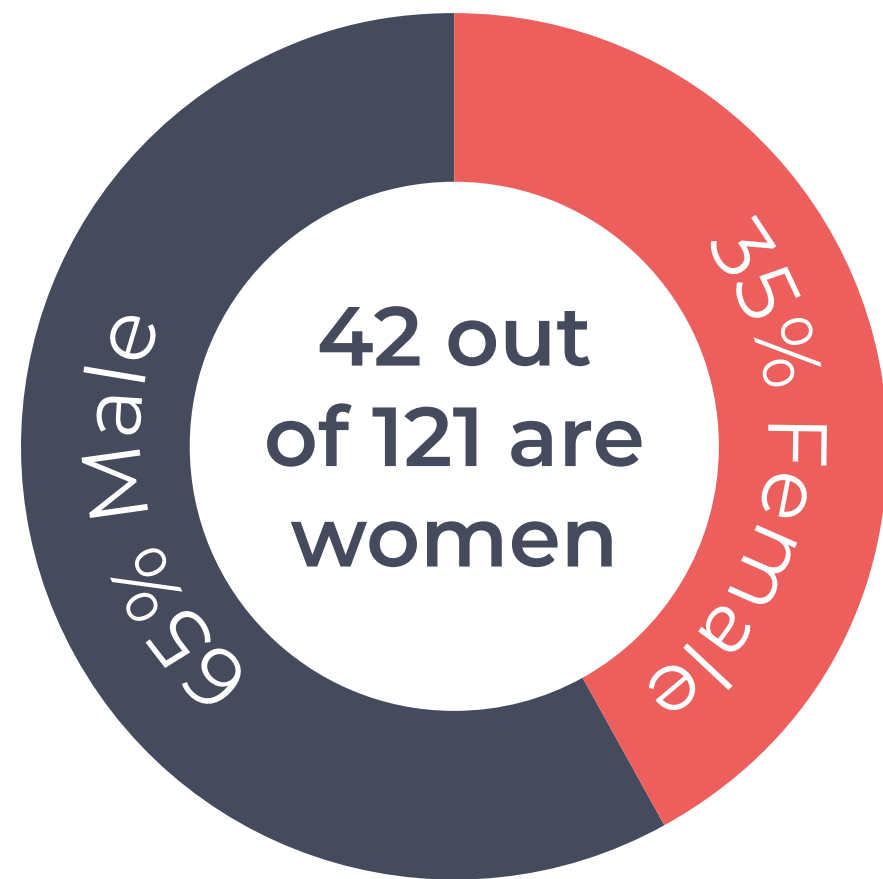
It is important to say that there is a clear difference between gender pay and equal pay. Equal pay is men and women being paid the same for the same work. Within MABG, we ensure that men and women who occupy the same roles receive equal pay for equal work.

Our gender pay gap data shows that, on average, men occupy higher-paying roles than women.



# Supporting Statement

## In the **upper** hourly pay quartile

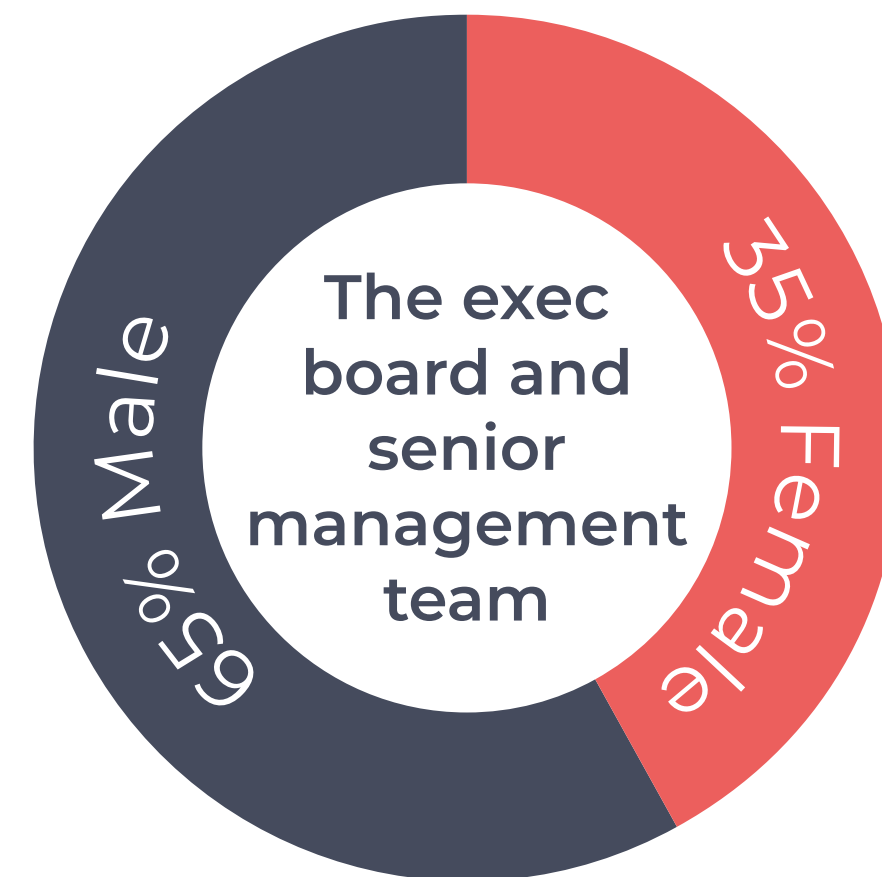


This has improved since **2021** and has risen by **5.8%**

*Of this group*

**76%** are Senior management, Sales, Advisers, or IT

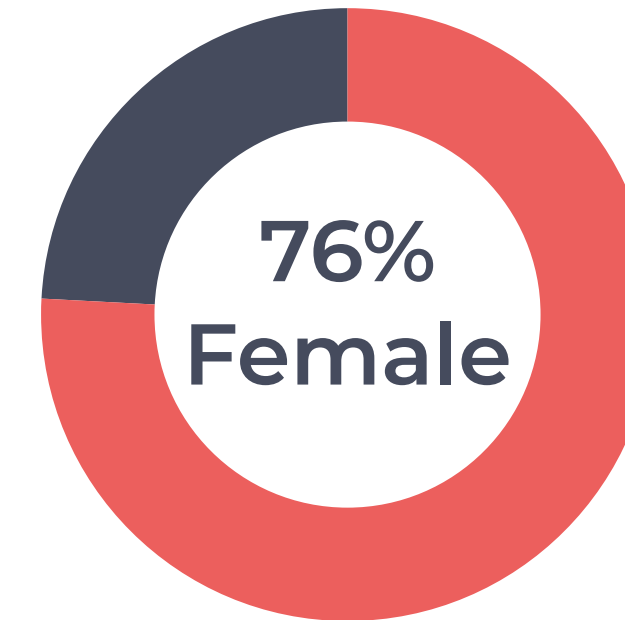
All of which are male dominated with **65%** being male



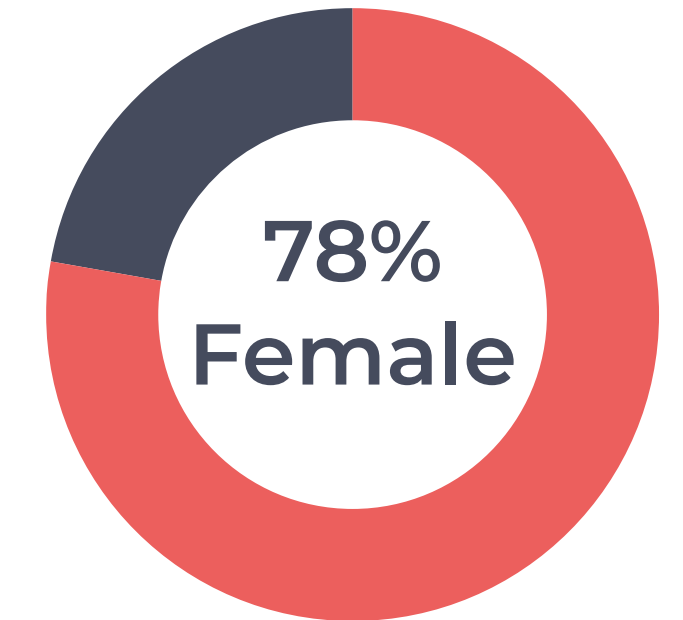
## Total **Part Time** Workers

**firstmortgage.co.uk**

 Mortgage Advice Bureau

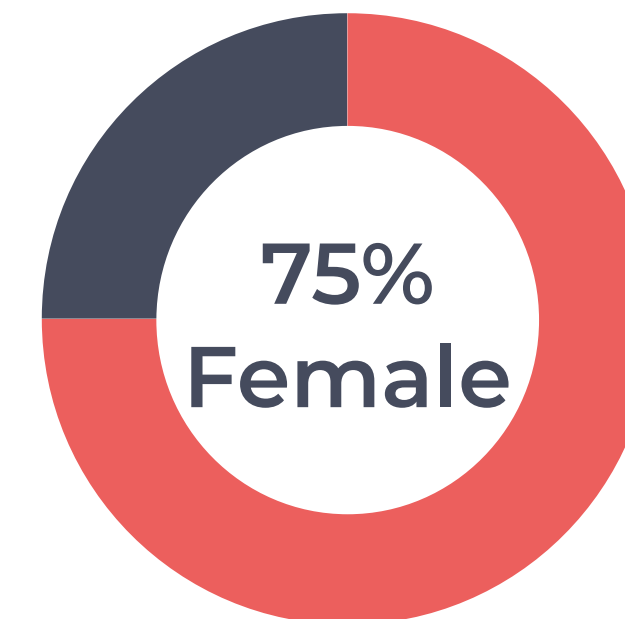


**25** part time workers, of which **6** are men

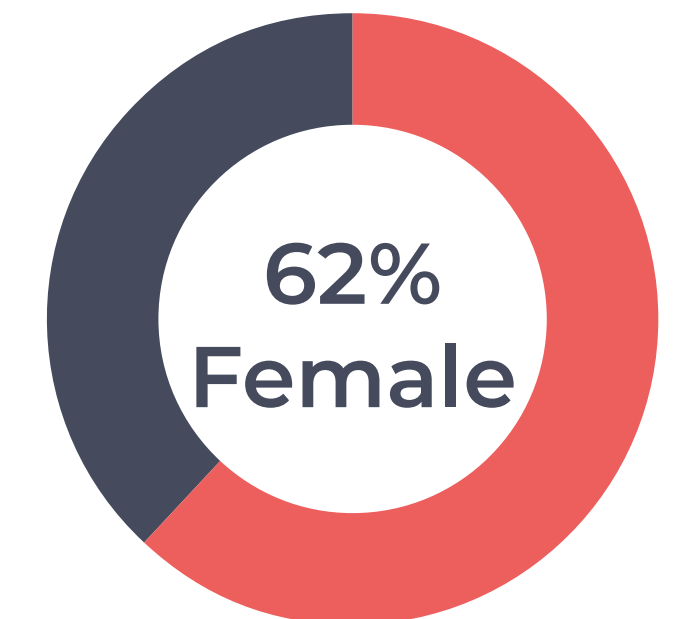


**18** part time workers, of which **4** are men

## In the **lower** hourly pay quartile



Of this group, **16%** are part time, of which **75%** are female



**62%** of the lower hourly pay quartile are female

# Where we are now

- We recognise that there is more work to do to create a more even gender split within the upper pay quartile as well as the mean bonus pay gap.
- Predominantly, the upper pay quartile is made up of our senior team, sales, advisers, and IT of who, many also receive higher bonus payments.
- Since 2021, we have improved the number of women in the upper hourly pay quartile by 5.8%.
- As a result of our leadership programme and our learn to lead academy, we have seen an increase in the number for women in management positions.
- Therefore closing the gap in the upper middle hourly pay quarter with 17% more women occupying this group and a 271% improvement in the pay gap vs 2021.





# What we've already done

- Appointed a female people and culture director to our executive operations board to lead the way for the group and ensure that we focus on ED&I
- Looked through the lens of Equality, Diversity & Inclusion when creating our Mission, Vision, and DNA encouraging everyone to be themselves and bring their whole selves to work
- Introduced a more gender balanced wording into our job adverts and ensure we're recruiting unbiased
- Encouraged more women into senior positions as well as supporting their development, which has closed the gap in the upper middle pay quarter

# What we're committed to

## Our commitments for the next 12 months

- Train hiring managers on unconscious bias and recruiting diversly
- Continue to promote, support and encourage ED&I across the company including an employee group
- Continue to provide development opportunities to all of our employees, regardless of gender or background
- Set our strategy on how we will counter our gender pay gap in the future and how it aligns with our business goals

## Our commitments for the future

- We're committing to working closely with our hiring managers, recruitment agents and existing colleagues to improve the balance
- We will review our Flexible Working policy and support for working parents and those returning to the workplace
- We will review our pay and reward process to be more transparent
- We are committed keep working toward getting more women into senior positions