



Gender Pay Gap

2022 - 2023



INTRODUCTION

In Movianto, our teammates are the heart of everything we do. We are therefore committed to building a diverse and inclusive team, that recognises the value diversity can bring to our business and the contribution it has on our future success.

We are taking efforts to create an environment where all teammates belong, feel valued, respected and confident to contribute. A large part of this focuses on our efforts on ensuring women are represented and have the opportunities at all levels of our business.

You can read about our results, and our plans here including the efforts we will take to create positive action for underrepresented communities and encourage everyone to take action in creating a sense of belonging.

Zoe Jepson, HR Director

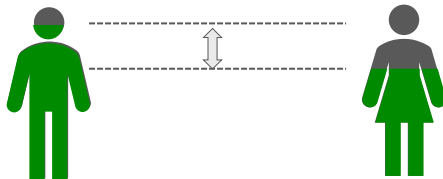
What is the Gender Pay Gap?

Under the UK Government's Gender Pay Gap Regulations (2017) organizations with 250 or more employees are legally obliged to formally report on their gender pay gap.

The Gender pay gap shows the difference in the average pay between all men and women in a workforce, regardless of their role or seniority. The gender pay gap is different from Equal Pay which instead looks at the pay differences for men and women who carry out the same job, similar job, or work of equal value. Equal pay has been a legal requirement for decades is currently covered by the Equality Act 2010.

Mean Pay Gap

The mean is the average. The mean pay gap refers to the average hourly rate of pay for male teammates versus the average hourly rate of pay for female teammates.



Median Pay Gap

The median is the middle of a range of values. The median pay gap is therefore the difference between the middle earnings of a male teammate versus the middle earnings of a female teammate.



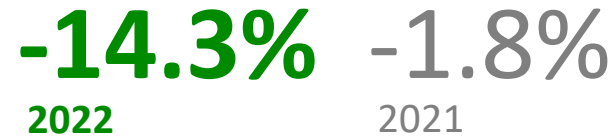
Our Gender Pay Gap

Mean Hourly Pay Gap



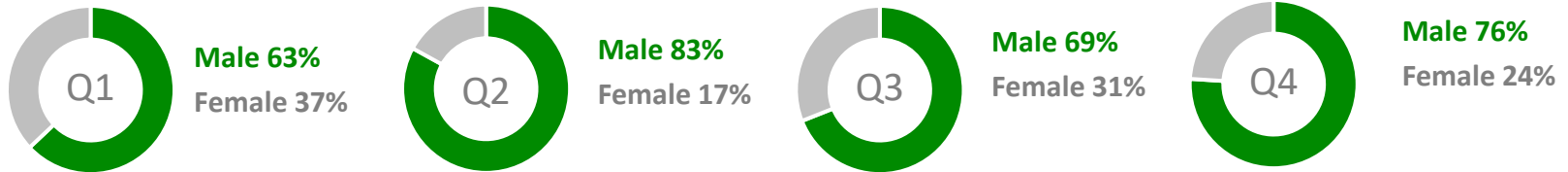
UK National Mean Pay Gap 14.6%*

Median Hourly Pay Gap



UK National Median Pay Gap 14.9%**

Movianto UK Gender Population by Quartile



Our Mean and Median pay gap demonstrates that on average women’s gross hourly earnings are higher than those of men across Movianto UK.

The figures above also demonstrate the gender balance within each of our pay quartiles for 2022. Within each of the quartiles there are an equal number of teammates, ranging from Quartile 1 which includes the lowest paid teammates to Quartile 4 which includes the highest paid teammates. Our analysis shows there are a higher number of males occupying senior, higher paid roles.

* Source: House of Commons Library, December 2022

** Source: Office for National Statistics, October 2022

Our Gender Bonus Gap

Mean Bonus Gap

-1.7% -4.0%
2022 2021

Median Bonus Gap

-14.3% -1.8%
2022 2021

Men and women who received a bonus 2022



Men and women who received a bonus 2021



These figures show the percentage of Male and Female Teammates who received a bonus payment, as well as the percentage difference in bonus amounts for the year ending 5th April 2022.

We are pleased that we have closed the gap on the average bonus payments for both Male and Female teammates, moving from -4% to -1.7% in favour of our female teammates. We recognise there are still improvements to be made, which are outlined in our next steps.

Our Plans

We are committed to building a diverse and inclusive team and recognize the value diversity can bring to our business. We will take tangible, and sustainable actions to improve our culture and ensure all teammates feel valued, respected and confident to contribute.



Attraction

We're committed to reviewing our remuneration and benefits offering to remain competitive and strengthen our ability to attract talented teammates.



Development

We're investing in our future talent through our new Learning & Development Academy, supported with a robust Talent & Succession framework.



Engagement

Our Engagement plans will focus on creating a program of positive action, that encompasses equality, diversity and inclusion to create a culture of belonging.



Improve

We'll continue to review our policies, to ensure they remain inclusive and family friendly to provide greater support to all teammates irrespective of gender.