

our 2020 gender pay gap report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

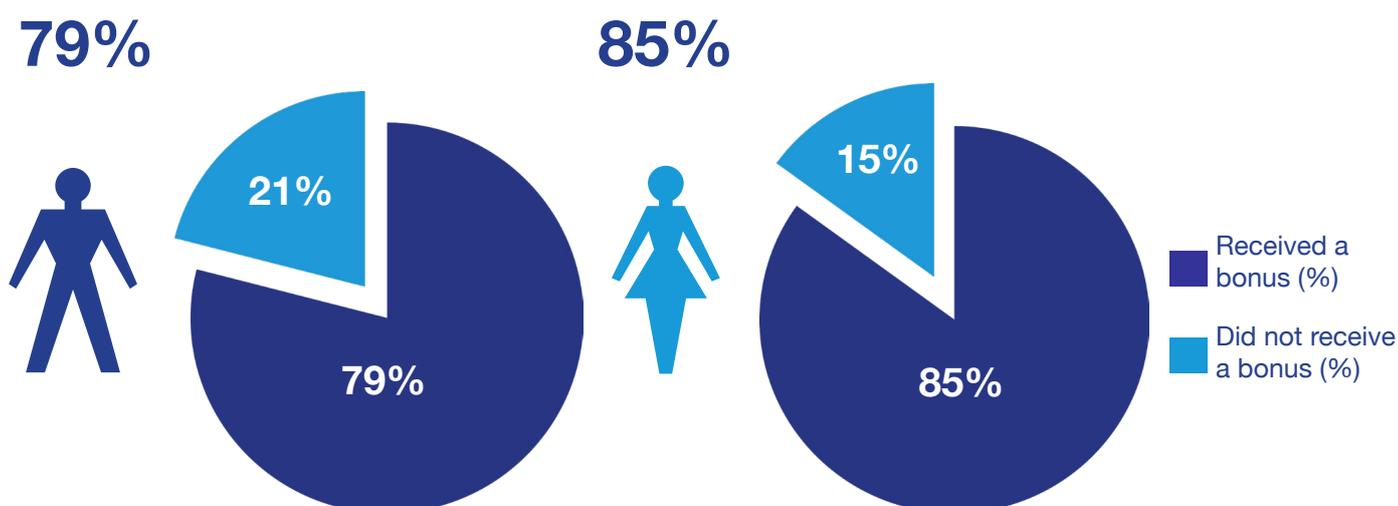
Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly fixed pay	23%	6%
Bonus paid	31%	38%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2019). It also captures the mean and the median difference between bonuses paid to men and women at NM ATM in the year up to 5th April 2019, i.e. for the 2018/19 performance year.

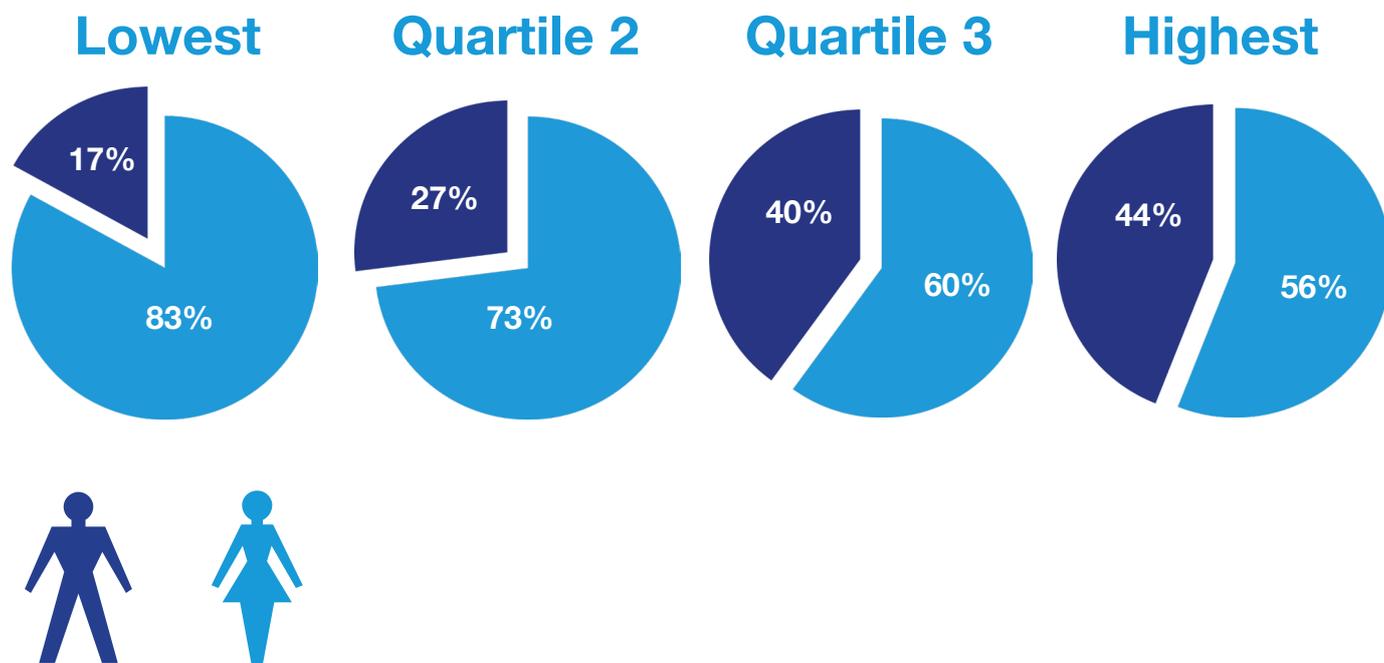
Proportion of colleagues awarded a bonus for 2019



This shows a 6% difference between the number of men and women being paid a bonus for their performance in 2018/19.

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Pay Quartiles



This is our 3rd year assessing the Gender pay gap and we have worked hard to improve the differences particularly in hourly pay rates, which has moved from a 30% difference in mean hourly pay in 2018 to 23% in our latest report.

The data also shows a higher proportion of women compared to men received a bonus (85% v 79% respectively).

At eurochange, we employ a larger number of women compared to men, leading to higher concentration of women per quartile, also reflected in the top quartiles (Highest: 56% v 44%; Quartile 3: 60% v 40% respectively).

It should be noted that we are proud to support colleagues with flexible working options facilitating personal career and lifestyle choices and remain committed to working hard to achieve ever greater improvements to gender diversity across the business.

I can confirm that the data reported is accurate.

Tony Gibbons
Managing Director