

# our 2021 gender pay gap report

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

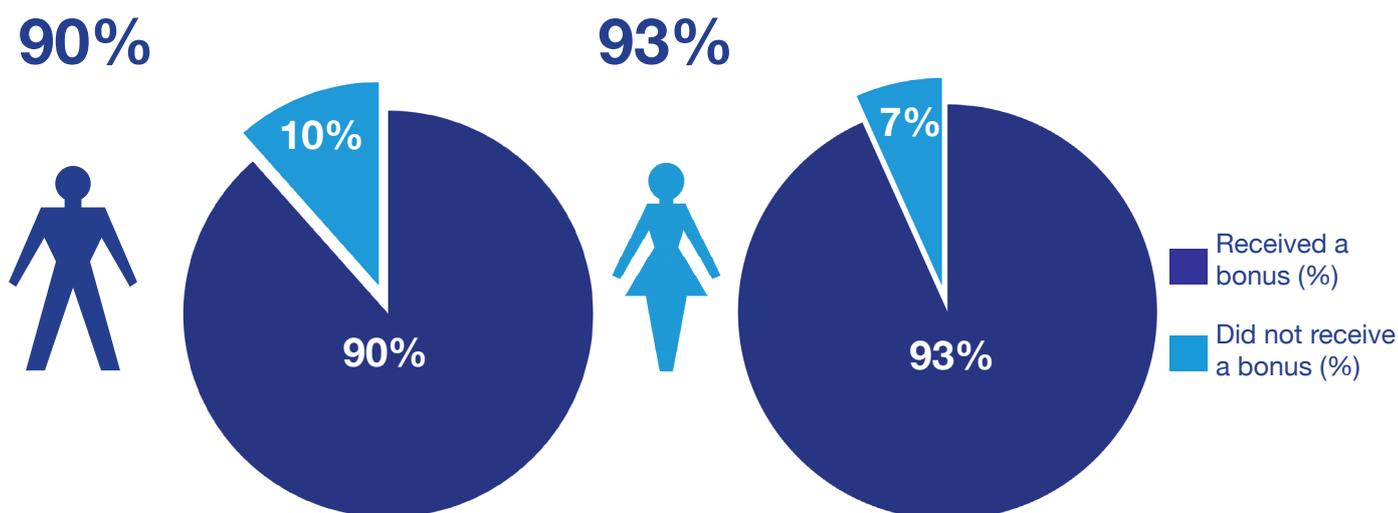
## Pay & Bonus Gap

### Difference between men and women

	Mean	Median
Hourly fixed pay	15%	2%
Bonus paid	19%	21%

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 2020). It also captures the mean and the median difference between bonuses paid to men and women at eurochange in the year up to 5th April 2020, i.e. for the 2019/20 performance year.

## Proportion of colleagues awarded a bonus for 2020

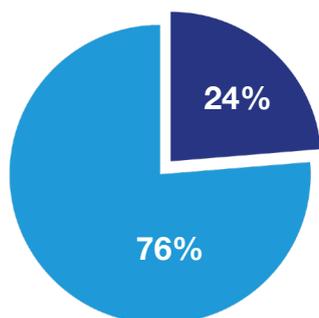


This shows a 3% difference between the number of men and women being paid a bonus for their performance in 2019/20.

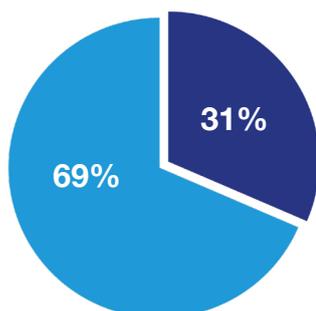
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## Pay Quartiles

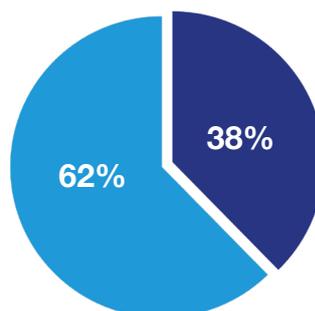
### Lowest



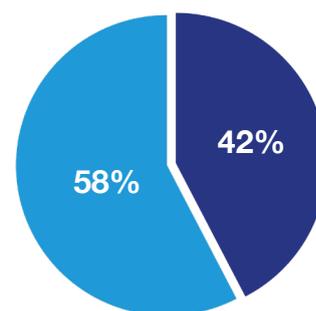
### Quartile 2



### Quartile 3



### Highest



This is our 4th year assessing the Gender pay gap, last year we worked hard to improve the differences particularly in hourly rates, which has moved from 30% in mean hourly rate in 2018 to 15% in our latest report.

The data also shows a higher percentage of women compared to men received a bonus (93% v 90% 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.

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.

**Charles Stewart**

Foreign Exchange & Network Director