

Gender Pay Gap Report

**MAB Group
(MAB, Fluent & FMD)**

Introduction

At MAB Group, we believe that a balanced workforce will drive better outcomes for everyone, and we are working hard to **create a diverse and inclusive organisation that fosters an environment of belonging and inclusion for everyone.**

This report provides a snapshot of our Gender Pay Gap data and analysis (taken on the 5th April 2024), as well as actions we are taking to improve gender representation and narrow these pay gaps. Our People Strategy was developed in Quarter 1 of 2024, so the snapshot data will not be reflective of some of the changes that are now in place.

The gender pay gap and equal pay are often confused, but the two are quite different. The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. Equal pay is the legal requirement for men and women to be paid the same for performing the same work or work of equal value. Within MABG, we ensure that men and women who occupy the same roles, with equivalent experience skills and knowledge, receive equal pay for equal work.

The median percentage gap is the most representative (and the one usually quoted) as the mean percentage can be skewed by a small number of highly paid colleagues.

Our gender pay gap data remains relatively unchanged since 2023 and shows that, on average, men continue to occupy higher paying roles than women.

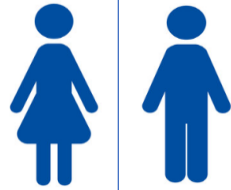


April 2024 Data

Pay Quartiles

Upper Hourly Pay Quartile

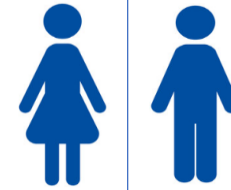
33%
Female



67%
Male

Upper Middle Hourly Pay Quartile

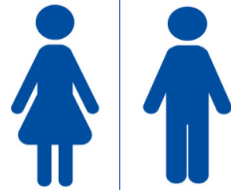
53%
Female



47%
Male

Lower Middle Hourly Pay Quartile

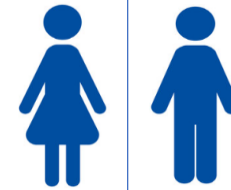
51%
Female



49%
Male

Lower Hourly Pay Quartile

57%
Female



43%
Male

Gender Pay Gap

53%
Mean

18%*
Median

Bonus Pay Gap

96%
Mean

40%*
Median

Receiving Bonus

Female

Male



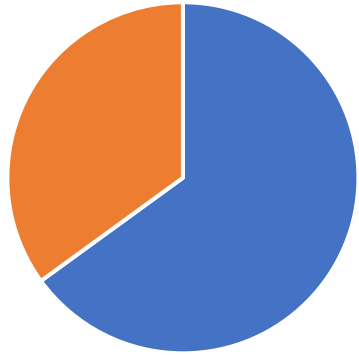
51%

49%

*The median gap is the most representative as the mean percentage is skewed by a small number of highly paid colleagues.

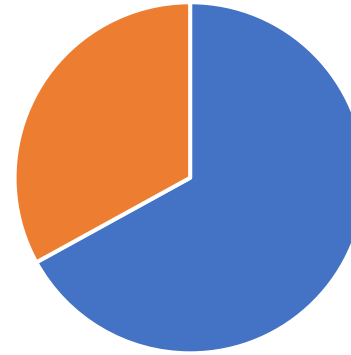
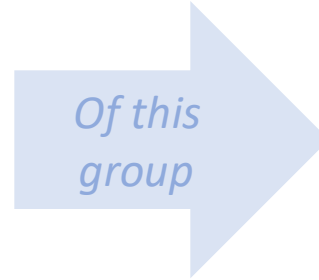
Supporting Statement

In the **upper** hourly pay quartile



67% are male and 33% are female.
This has remained broadly the same since 2024 with a 1%pt decrease.

■ Male ■ Female



69% are Senior Management, Sales, Advisors or IT.
All of which are male dominated with **67%** being male.

■ Male ■ Female

Total **part time** workers

FMD



■ Male ■ Female

85% of part time workers at FMD are women.

Fluent



■ Male ■ Female

87% of part time workers at Fluent are women.

MAB



■ Male ■ Female

86% of part time workers at MAB are women.

In the **lower** hourly pay quartile

- 43% are male and **57% are female.**
- 8% of the lower hourly pay quartile are part-time workers.
- Of this sample of part-time workers, **88% are female.**



What we've already done

- Appointed a female Group Chief Financial Officer to our board to ensure that we continue our diversity of thinking at the most senior level.
- Continued to put resource behind our ED&I Steering Group (Unity) to support all colleagues in feeling valued and able to reach their full potential.
- Utilised the MAB Apprenticeship Levy to develop both aspiring and existing female leaders into senior roles.
- Introduced a more gender balanced wording into our job adverts to support our continued unbiased recruitment.
- Appointed a female Chair to the MAB Foundation.
- Onboarded several female leaders to membership with the Women's Leadership Association to support them in achieving their ambitions.
- Became members of the Diversity & Inclusion Finance Forum to support the creation of a more balanced and fair mortgage industry.
- Enhanced our paternity pay above the government legal requirement.
- Winner of "Best Inclusive Culture" at the Barclays Diversity, Equity & Inclusion Awards 2024.

Our commitment to closing the gap

At MAB Group, we are committed to being an organisation that embrace diversity, champions equity and creates **an inclusive environment where all individuals feel empowered, supported and valued** and we have several initiatives in place for 2025.

Ensure that all colleagues have a voice

- Continue to develop our colleague voice group including gender representation from all areas of the business.
- Sign the NHS menopause workplace pledge to ensure that all colleagues going through the menopause are effectively supported.

Coaching to support our female workforce

- Introduction of executive coaching for some of our existing and aspiring female leaders to help prepare our female workforce and bring balance to our leadership population.

Flexible Working Policy

- Continue to review our flexible working policy to provide the most inclusive solutions.

Review our Pay and Reward Process

- Review and analyse our process, including benchmarking, to provide an equitable pay and reward process for all colleagues.

Include gender and diversity questions in our colleague engagement surveys

- Introduction of a new colleague engagement survey plan with follow ups to include action planning around diversity and inclusion.

Continue to look at our recruitment processes

- Work with hiring managers on the attraction of diverse talent by the introduction of a learning module on building a more inclusive workplace which includes work around unconscious bias and diverse recruitment.
- Review of all job descriptions to ensure inclusive and accessible language.