

Our 2021 Gender Pay Gap Report

Our commitment.

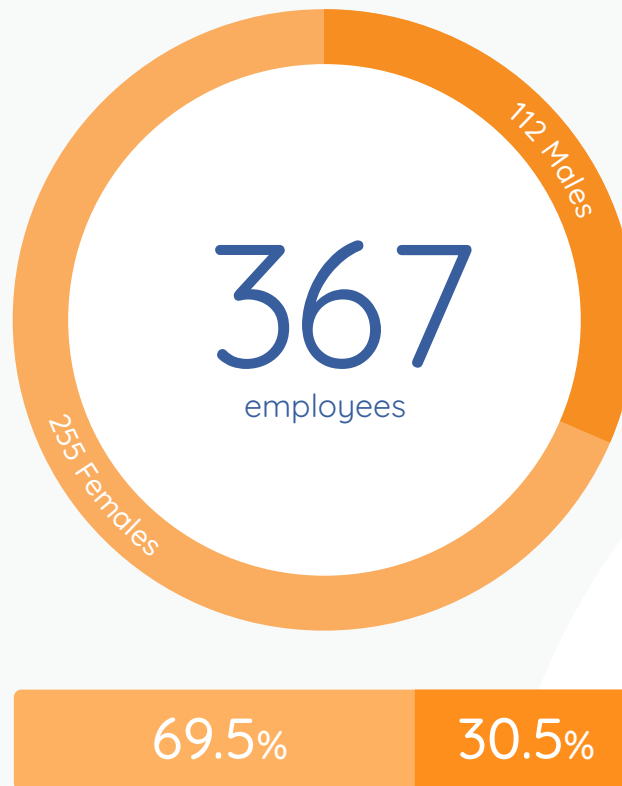
Moat is proudly an equal opportunities employer. This means that decisions concerning recruitment, promotion, dismissal or any other aspect of employment will be based on the needs of the business and not any assumptions based on sex, race, age, disability, gender reassignment, sexual orientation, married or civil partnership status, pregnancy or maternity, religion or belief.

Our data in 2021 shows again, that pay across the board continues to reflect the role our employees perform, regardless of their gender. Our long-established policies, such as enhanced maternity/paternity/adoption leave, flexible working options and shared parental leave, have had a part to play in addressing barriers which may have previously disproportionately affected women. We want to be an employer of choice and as such will always look for ways to continue this progress and identify areas for improvement.

We value the benefits and talents that a diverse employee base brings. We seek to develop this talent through fair, transparent recruitment processes and open progression opportunities. Embedding equality in everything we do allows all our employees to be at their best, to realise their potential and ultimately, to help us in our aims to improve overall performance and deliver exceptional service to our customers.

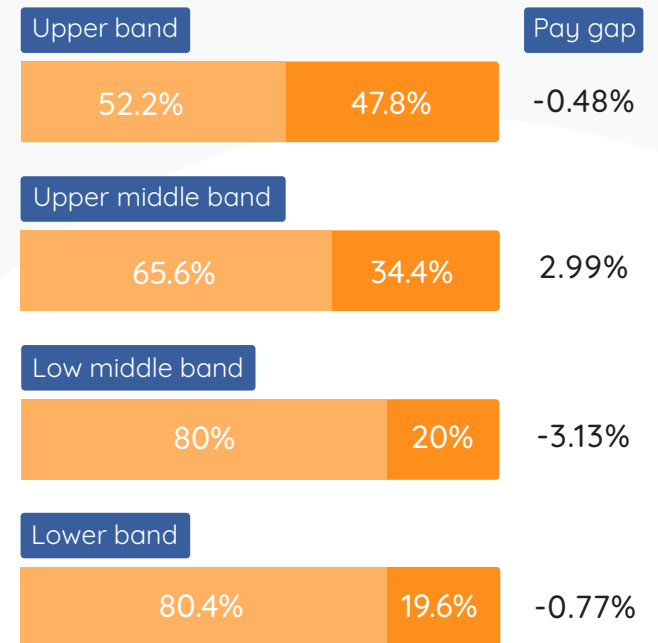
Elizabeth Austerberry
Chief Executive

Our Workforce.



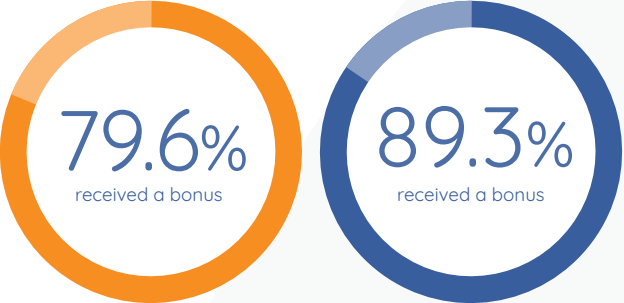
Pay bands.

■ Number of female employees
■ Number of male employees



Bonus payments

- Female
- Male



| | Mean | Median |
|-------------------------|-------|--------|
| Difference in Bonus Pay | 29.1% | 0% |

Gender pay gap

