

Our April 2024 Gender Pay Gap Report

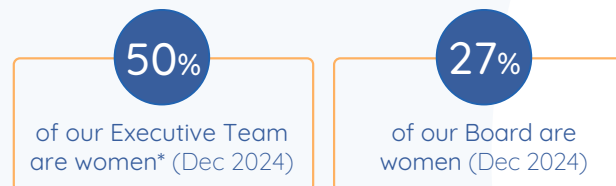
We're proud to be an equal opportunities employer. We're clear that the diversity of our workforce will give us strength as a business and enable us to deliver better services for our customers. We aim to be truly inclusive in everything we do, including everything we do to recruit, develop and retain talented people who are committed to delivering the best possible customer service in line with our values: Lead by example; Own it; Be the change; Better together.

This report sets out and explains our April 2024 gender pay gap figures that we're legally required to publish, along with some additional information.

Gender profile of our workforce (As at 5 April 2024)



70 (14%) of our employees were working part-time and 63 (90%) of our part-time employees were women, meaning that 19% of our female employees were working part-time and 4% of our male employees were working part-time.



*This figure only includes Executive Team members in permanent roles – We also have a female Interim Executive Director.

Gender pay gap

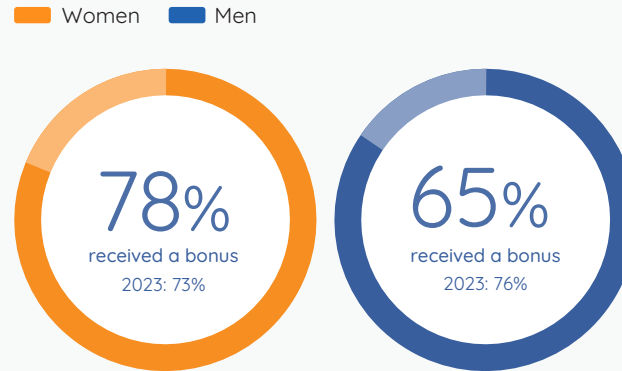
In accordance with gender pay gap reporting guidance, pay gap calculations (with the exception of bonus pay gap calculations) must be based on 'full pay relevant employees'. This means that some employees are excluded because they're not being paid their full basic pay on the snapshot date because, for example, they're receiving different pay due to being on leave for sickness, maternity, paternity, adoption, parental or shared parental leave.

As at 5 April 2024

- We had 458 'full pay relevant employees': 314 (69%) women, 144 (31%) men.
- Our median gender pay gap was 17% (down slightly from 17.9% as at 5 April 2023). This means that women's median hourly pay was 17.0% lower than men's. In other words, our female employees earned 83p for every £1 earned by our male employees when comparing median hourly pay.
- When comparing mean (average) hourly pay, women's mean hourly pay was 20.3% lower than men's (compared to 20.3% as at 5 April 2023).

These pay gaps are due to the higher representation of women in the lower quartile pay bands (please see table below). While 50% of employees in the upper pay quartile were women, an even higher percentage of employees in the lower pay quartiles were women (75% of employees in the lowest two pay quartiles and 81% in the lowest pay quartile). A number of traditionally male-dominated roles which support our business (including, for example, repairs and maintenance workers) are employed by contractors rather than by Moat. A greater proportion of men in lower pay quartiles would lead to a lower gender pay gap.

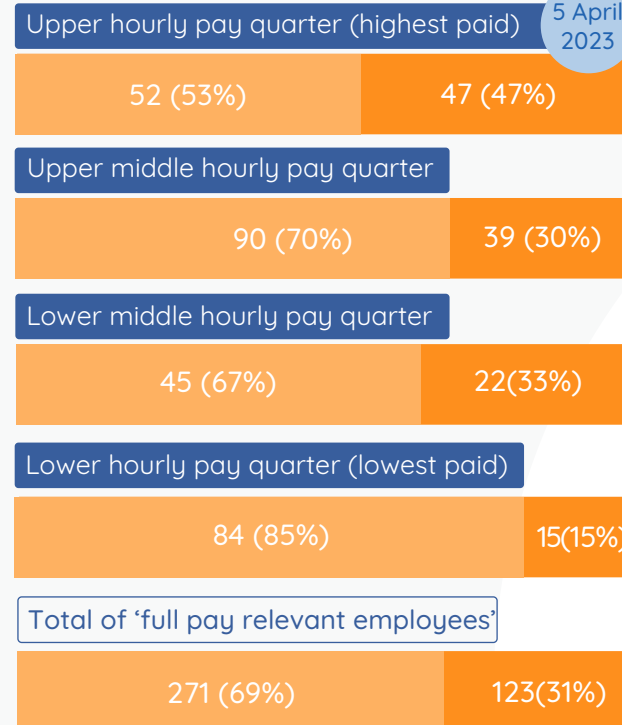
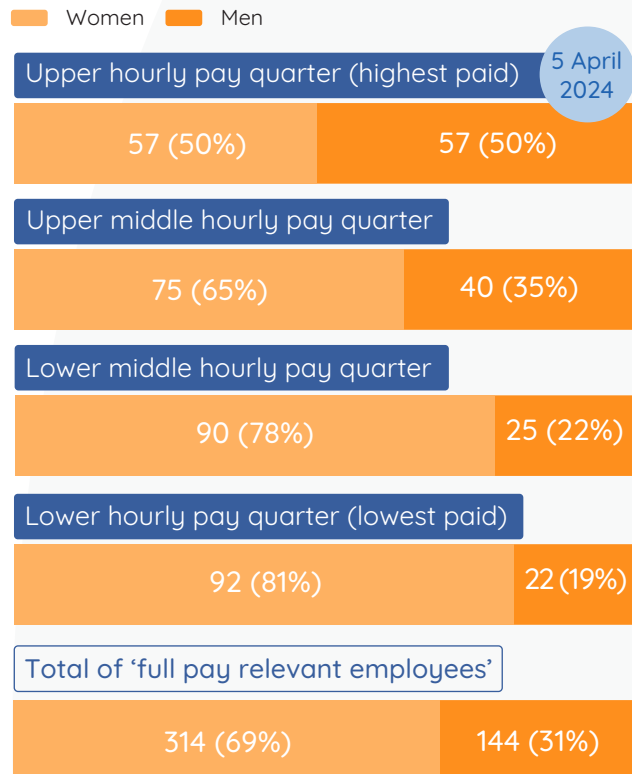
Based on bonuses paid in the year to 5 April 2024:



- Our median gender bonus pay gap was 0%. This means that women's median bonus pay in the year to 5 April 2024 was the same as men's. In other words, women earned £1 for every £1 that men earned when comparing median bonus pay.
- When comparing mean (average) bonus pay, women's bonus pay in the year to 5 April 2024 was 27% lower than men's.

One of the reasons for this is that, as at 5 April 2024, 63 (90%) of our part-time employees were women, meaning that 19% of our female employees were working part-time and 4% of our male employees were working part-time. This impacts on bonuses as bonuses are pro-rated.

The number and percentage of women and men in each pay quarter:



We want to be a truly inclusive employer who people of all genders want to work for. Our long-established policies in relation to enhanced maternity/paternity/adoption leave, flexible working and shared parental leave support help to address barriers which disproportionately affect women. And in 2024, we launched MoatEnGENDER, our new colleague belonging and wellbeing group that focuses on gender, which any Moat colleague is welcome to join.

We'll continue to use the legal duty to annually calculate and publish our gender pay gap data as a valuable opportunity to consider what more we can do as an employer to support gender equality.

I confirm that the information that we've published on the Government's gender pay gap website and in this report is accurate.

Carrie McKenzie
Executive Director People and Culture

