

April 2023

The Gender Pay Gap Report

As Mobilize Financial Services employs more than 350 people it is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to show the difference in average earnings of men and female earnings in our organisation.

At Mobilize Financial Services the pay system grades range from administrative to director level. Grades vary according to the level of responsibility that staff have. Each grade has a set pay range. MFS operates a reward and recognition scheme based on performance, irrespective of gender.

The data for Mobilize Financial Services shows the mean gender pay gap now at 18.3%, a 0.4% reduction from last year. We recognise there is a higher proportion of female employees who work in administrative roles; however, we now have 38% of our senior leadership positions filled by women, with an aim to reach 50% in the next 3 years. We are supportive of flexible and part time working to allow all parents to share in the responsibilities within the home. However, 97.7% of part time requests are from women. We have an established mentoring programme, several levels of management development programme, and have introduced a women in leadership programme, in collaboration with our Renault Group partners. All these programmes are open and accessible to our part time staff.

As well as hybrid working, we offer all employees a wide range of flexible working options, such as part time working, term-time contracts and home working, which enables them to effectively manage their work/life balance.

We recognise that we need to have a greater gender balance at senior level, and we believe this can be achieved by having more focussed action around attracting, retaining, and developing female talent. In 2022 we have successfully offered 7 internal promotions to women. As of January 2023, our executive committee is 40% female, with succession plans being full gender balanced.

We are also proud to support women at the very beginning of their careers. From our Industrial Placement Scheme, we are delighted to be supporting graduates, 50% of whom are women. These schemes are dedicated to supporting young people as they develop important skills and experience needed for a successful future career.

At Mobilize Financial Services, we continue to work towards our goal of ensuring all people are rewarded fairly for their contributions, regardless of their gender. We have a target in place to reduce our gender pay gap by 50% over the next 5 years.

With all our achievements in the past few years we have successfully achieved the Great Place to Work for Women" Award for 3 years in a row.

At Mobilize Financial Services, we have introduced a women Mobilizers tribe. This is a global tribe with a focus on diversity and inclusion. The mission of this tribe is to act to reduce gender inequality in the workplace by growing individuals, strengthening networks, sharing information, best practices, and experiences to

support Mobilize Financial Services to reach objectives for gender equality in the workplace and women in leadership. We have roadmaps in place for 2023 to look at Women in Tech, Communication, networking events and training.

Work on eradicating the gender pay gap

We will continue to build on our Mobilize Way Values by:

- Supporting women returning to work - through shared parental leave, part-time, and term-time only opportunities, home working and remote working.
- Supporting women progress in their careers - through development conversations with their line managers, development opportunities, regular formal career conversations and through succession planning.
- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working.
- Monitoring pay – to identify pay differences and take targeted action where appropriate.
- Continuous improvement of the recruitment process enabling us to promote and recruit top female talent
- Building our Mentoring scheme - female mentoring a female to encourage empowerment and networking and thus enhancing their career.

Rachael Overland

Chief People Officer