

# 2019 GENDER PAY GAP REPORT

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We are committed to ensuring that we promote a culture of fairness and equality across the business. We are confident that men and women across our organisation are paid equally for performing at the same level in the same role and regular salary reviews help us to ensure this is the case.

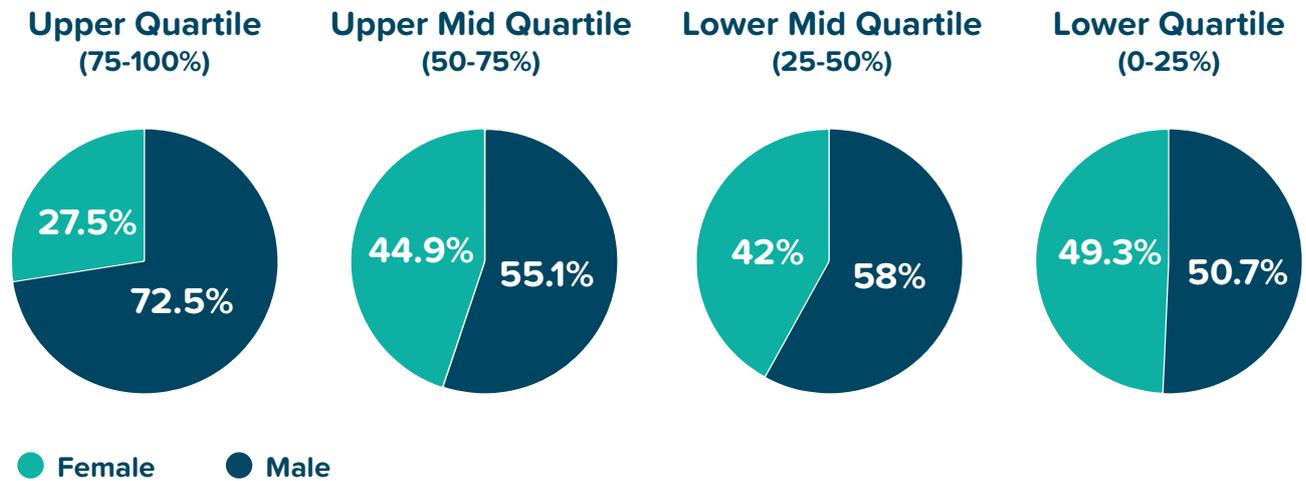
## Difference between men and women

Total Employees: 276	Male: 163	Female: 113
Mean	27.9%	
Median	6.0%	

The table above shows our overall mean and median gender pay gap between males and females, based on hourly rates of pay as at the snapshot date (5 April 2019).

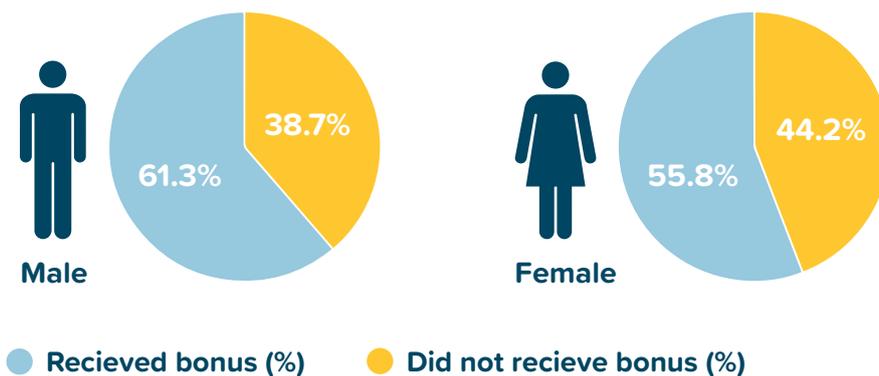
There have been several actions taken by Amigo between April 2018 and April 2019 which have had a positive impact upon the Gender Pay Gap. The increasing recruitment of women has been a direct consequence of the improved recruitment and selection process. This coupled with the enhanced learning & development opportunities for all employees, has resulted in more women now holding senior positions within the company. Introduction of family friendly policies and benefits, as well as the introduction of a career framework in the summer of 2019 continues our commitment to our employees and encourages career longevity at Amigo.

The gender distribution at Amigo Loans across four equally sized quartiles, each containing 69 colleagues is highlighted below.



The majority of our pay gap is explained by Amigo having a larger proportion of male employees in the upper pay quartile and in the company overall. This quartile contains the largest pay gap, whilst the other quartiles have significantly lower pay gaps and move even distribution of male and female colleagues. The reductions in both pay and female to male ratio's since April 2018 is a result of our continuing focus on skills recruitment and the promotion of internal capabilities.

### Proportion of staff receiving a bonus for 2019



The above pie charts highlight the proportion of male and females receiving a bonus in the year to 5th April 2019. We are committed to continuing to follow a fair and inclusive recruitment development policy with the intention of continuing to reduce the gender pay gap within Amigo Loans.