

Moneybarn

Moneybarn is part of the Provident Financial Group. Established in 1992, Moneybarn is the UK’s leading lender of specialist car and van finance. We’re experts in approving customers for finance when they might have otherwise struggled to access finance. Moneybarn was acquired by Provident Financial plc in August 2014.

Our Gender Pay Gap Report

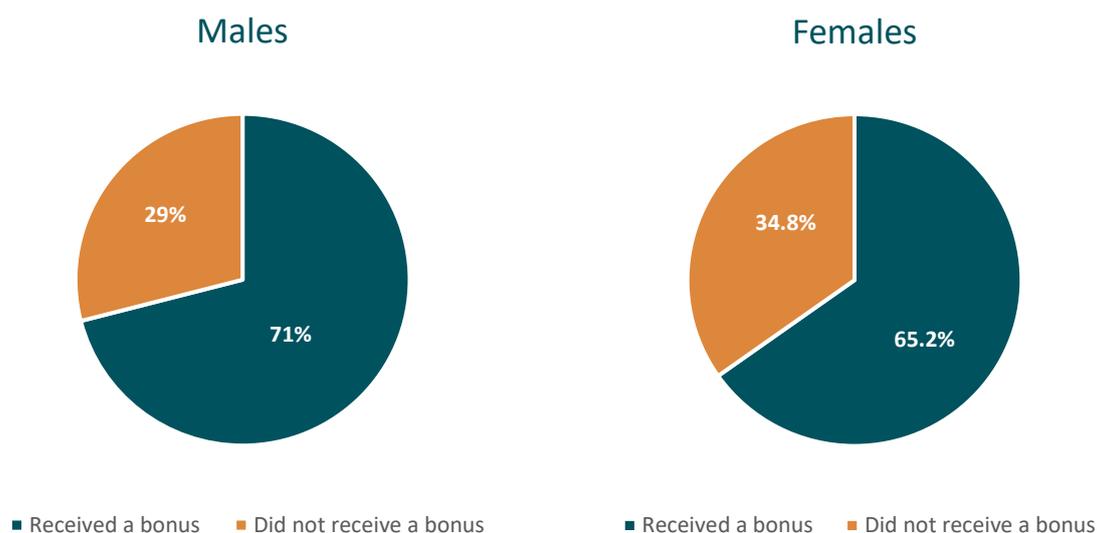
At Moneybarn, we strongly believe in our Group’s purpose of putting people on a path to a better everyday life. We believe in building a fair, equal and inclusive culture for all our colleagues and have taken progressive steps to ensure this is the case, further details of which are outlined in the **Commentary** section below.

Our Pay and Bonus Gender Gap as at April 5th, 2019:

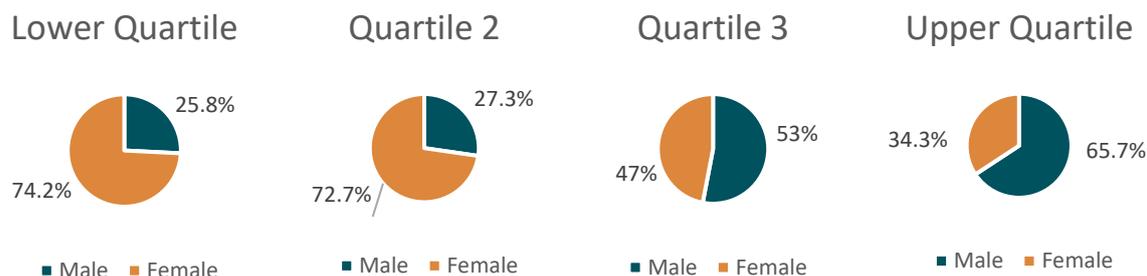
	Mean	Median
Hourly Pay	38.1%	27.1%
Bonus	75.5%	0%

This table shows the overall mean and median gender pay gap based on hourly rates of pay as at April 5th, 2019. It also captures the mean and median bonuses paid in the year up to April 2019 for the 2018 performance year.

Colleagues awarded a bonus



Gender representation by quartiles



The images above illustrate the gender distribution at Moneybarn across four equally sized pay quartiles, each containing 66 colleagues. There is a larger proportion of female colleagues in the first two quartiles, near gender balance in Quartile 3 and then a higher proportion of male colleagues in the Upper Quartile.

Commentary

At Moneybarn, male and female colleagues are treated equally for doing jobs of equal value.

At 38.1% the mean gender pay gap reported for Moneybarn has increased slightly by 2.9% from the 2018 snapshot date. The mean gender pay gap remains higher than we would like and continues to be driven by the structure of our workforce (rather than an equal pay issue). It should be noted that significant progress has been made in Quartile 3 specifically, where we now have a higher number of females for the first time across our first line management and professional roles. This is testament to the efforts we have made to ensure our recruitment practices are firmly based on providing equal opportunity for all and demonstrates progress towards achieving our aims of increasing female representation at the highest levels of our organisation.

The mean bonus gap has further reduced for a second successive year from 85.8% to 75.5% a reduction of 10.3% from the 2018 snapshot date.

As a Group, we signed up to the Women in Finance Charter in 2019, a government initiative to improve gender diversity in senior positions within the financial services sector, we also continue to benefit from the 'Next Generation Women's Leadership Programme' which was launched across the Provident Financial Group in Q1 2019.

These key strategic initiatives, we believe, will continue to address the gender pay gap and we remain committed to making sustainable and meaningful progress to ensure all our employees are able to progress in a diverse and inclusive culture.

I confirm that the information in this statement is accurate.

Shamus Hodgson

Managing Director, Moneybarn