

Gender Pay Gap Report 2017

The following information shows the Gender Pay and Bonus Gap at TTT Moneycorp LTD at the snapshot date of 5th April 2017.

Hourly pay gap

The difference between Men and Women.

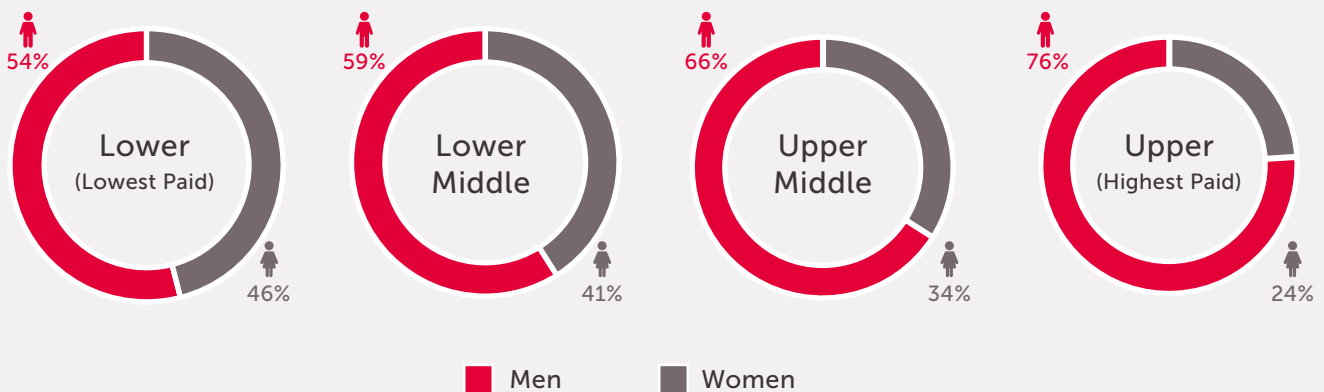
Hourly pay differences gap	
Mean*	20%
Median**	20%

Bonus pay gap

The difference between Men and Women for bonuses paid for the 2016 performance year.

Bonus pay differences gap	
Mean*	62%
Median**	20%

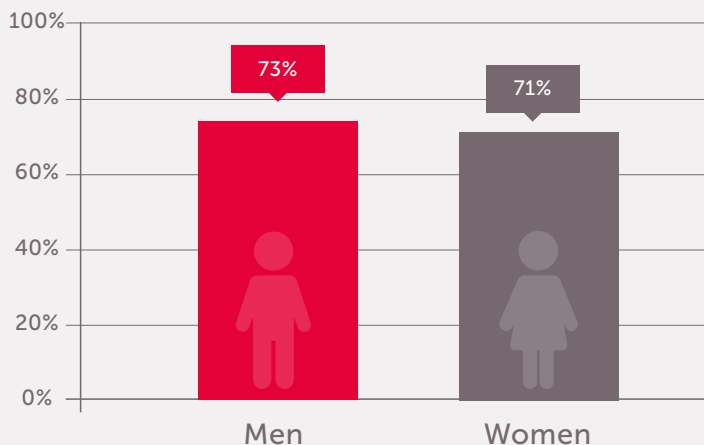
Proportion of Men and Women per earnings quartile



* Mean – Difference between the average hourly rate of pay between men and women.

** Median – Difference in pay between the mid female pay and the male mid pay.

Proportion of staff receiving a bonus



Our Findings

- ◆ We are confident that people in the same type of roles are paid the same
- ◆ Bonus distribution was a 2% difference between the number of men and women being paid a bonus for performance in 2016
- ◆ Mean bonus is larger as the most senior roles have been historically occupied by men
- ◆ Historically more men are in senior roles
- ◆ Total number of men to women employed is higher in TTT Moneycorp Limited, however in the moneycorp group as a whole, this is balanced.

Our Commitment

As a business we are passionate about women achieving their potential that's why we are focussed on developing our female managers in addition to:

- ◆ Attracting more females into our industry sector using content to showcase women in the industry
- ◆ Focusing on female development
- ◆ Introducing further flexible working programmes

I can confirm that the data reported is accurate.



Mark Horgan
Chief Executive Officer