



Movera Gender Pay Gap Analysis year end 31.12.2023.

Difference in hourly rate of pay – mean	17.9%
Difference in hourly rate of pay – median	9.4%
Difference in bonus pay - mean	24.6%
Difference in bonus pay - median	30.4%
Percentage of Males who received bonus pay	63.7%
Percentage of Females who received bonus pay	61.3%

Employees by pay Quartile.

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	55.0%	45.0%
Upper middle: 50-75% of full-pay relevant employees	72.5%	27.5%
Lower middle: 25-50% of full-pay relevant employees	78.2%	21.8%
Lower: 0-25% of full-pay relevant employees	66.4%	33.6%
Overall split of full-pay relevant employees (not reportable)	68.0%	32.0%

Paul Churchill

Group Head of Professional Standards