

we speak your language

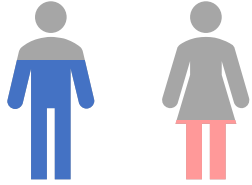


Fluent Money Limited Gender Pay Gap Summary 2023

April 2023 Snapshot. Reported 2024

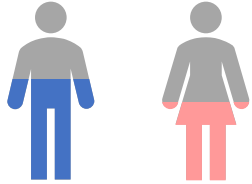
Pay quartiles

Upper hourly pay quarter



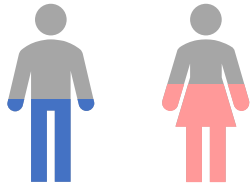
Male
65.3%
Female
34.7%

Upper middle hourly pay quarter



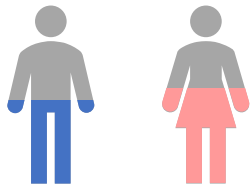
Male
56.1%
Female
43.9%

Lower middle hourly pay quarter



Male
45.9%
Female
54.1%

Lower hourly pay quarter



Male
47.5%
Female
52.5%

Supporting Statement

Fluent has long been committed to creating an inclusive and diverse workplace, and this commitment extends to addressing and working towards closing the gender pay gap. We recognise that achieving gender equality is not only a social imperative but also integral to creating a thriving and dynamic workforce and work environment.

Our gender pay gap is mostly driven by the split in our upper hourly pay quarter, where we see 65.3%/34.7% in favour of men. It must be noted that while the remuneration for these roles, plus other specialist roles such as IT, is equitable across genders, they are typically dominated by more males than females. We therefore recognise that the gap is more reflective of individuals in roles, and not remuneration in roles.

Our dedication to transparency is reflected in our ongoing efforts to understand the factors contributing to the gap. Fluent actively promotes a culture of fairness, where individuals are recognised and rewarded based on their skills, contributions, and performance, regardless of gender.

Our initiatives include ongoing training programmes that focus on awareness, and equal opportunities for career development, whilst ensuring that all employees have the tools and internal support they need to succeed. Fluent continue to monitor, review, and focus on diversity within our workplace, from initial recruitment of new candidates to development across our existing workforce.

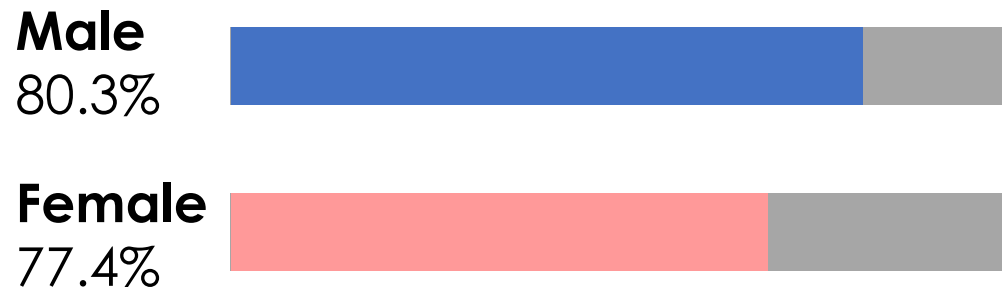
Gender Pay Gap

Mean	Median
20.53%	11.97%

Bonus Pay Gap

Mean	Median
38.5%	20.1%

Percentage receiving bonus



Key Definitions

Pay Quartiles

Pay quartiles show the percentage of men and women employees in four equal sized groups, based on their hourly pay. Pay quartiles give an indication of women's representation at different levels of the organisation.

Gender Pay Gap

Median gender pay gap

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median is the individual who sits in the middle of a list of hourly pay, ordered from highest to lowest paid.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay or bonuses.

Mean (or average) gender pay gap

The mean gender pay gap figure is the difference between the mean hourly pay of men, and the mean hourly pay of women.

Mean averages place the same value on every number used, giving a good overall indication of the gender pay gap.

