



YOUR MOVE

2022 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	27.5%	20.2%
Bonus Paid	53.9%	56.4%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2022). It also captures the mean and median difference between bonuses paid to men and women at Your Move in the year up to 5 April 2022.

Proportion of colleagues awarded a bonus

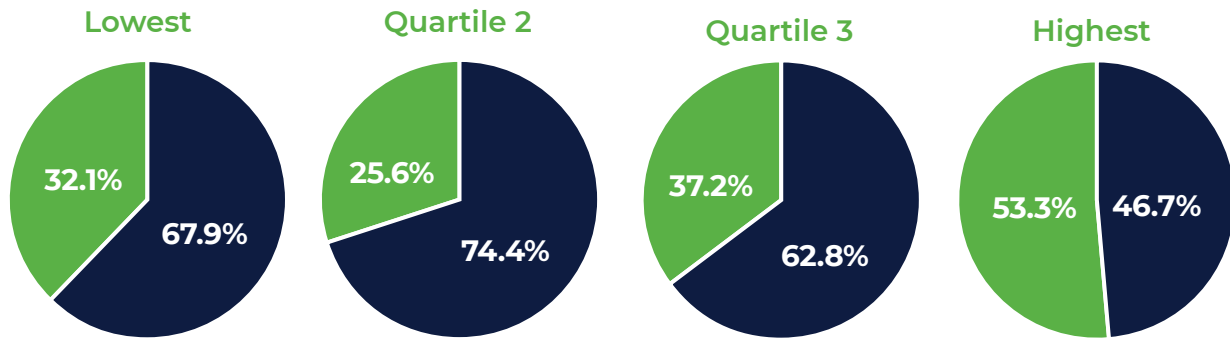


75.7%
BONUS



80.0%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 242 and 243 colleagues.

Your Move continues to support the reporting of gender pay gap figures, as a way of promoting gender equality within the workplace. Your Move has a large number of male and female employees working in a wide variety of roles across its network of high street branches as well as within its head offices and support centres. As at the 5th April 2022, 63% of our workforce were women and 37% were men.

We recognise that a gender pay gap does still exist within the organisation, as detailed in the figures above. The two key reasons for the pay gap continue to be; a lower number of women in senior roles and a lower number of men in more junior roles, rather than a difference in rates of pay between males and females that hold the same position.

We are happy to detail within this commentary the mean and median gender pay gap in hourly pay for the Estate Agency Division of Your Move. As at the 5th April 2022 the EA division reports a mean gender pay gap of 18.7% and a median gender pay gap of 17.0%. We recognise that a gender pay gap does still exist across all entities within the organisation.

The majority of our branch-based roles have the opportunity to earn a bonus or commission in addition to basic salary; this is reflected in the high proportion of staff receiving a bonus payment in the last 12 months (80.0% of females and 75.7% of males). However, we do recognise the disparity in the bonus amounts between males and females, which is attributed to the reasons outlined above.

Your Move is committed to a corporate culture that promotes diversity and inclusion. We are pleased to confirm that in 2021 we established our first Inclusion, Diversity and Equality (ID&E) strategy which is based on three key priorities; creating awareness, continually improving practices and promoting opportunity. To help us achieve the desired outcomes, our Executive Directors have the promotion of diversity included in their individual non-financial performance measures. Further information on these priorities and our progress thus far can be found in our Living Responsibly Report*.

I confirm the data reported is accurate.

Helen Buck

Executive Director, Estate Agency

13 March 2023

*www.lslps.co.uk/living-responsibly. Your Move is part of the LSL Group.

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