



YOUR MOVE

2023 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	28.8%	18.8%
Bonus Paid	41.8%	47.1%

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 2023). 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 2023.

Proportion of colleagues awarded a bonus

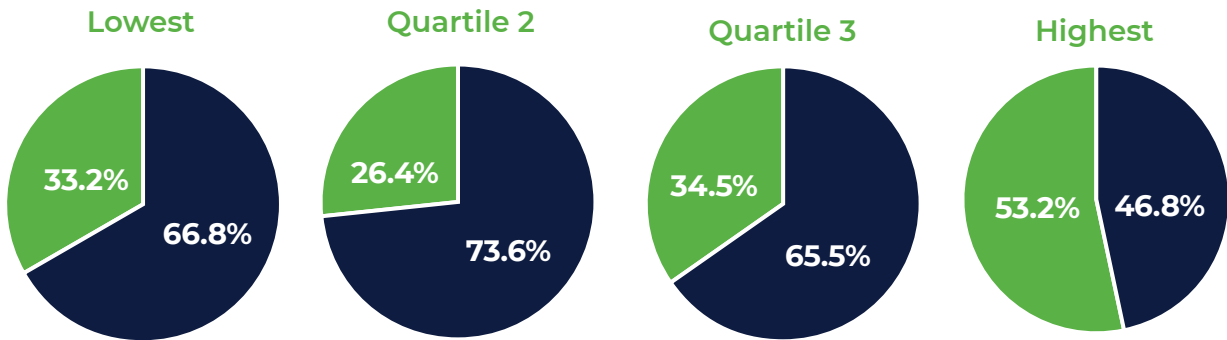


56.6%
BONUS



63.9%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing 220 colleagues.

Your Move continues to support the reporting of gender pay gap figures, as a way of promoting gender equality within the workplace. As at the 5th April 2023, 65% of our workforce were women and 35% were men, working in a wide variety of roles across a network of high street branches as well as within our head offices and support centres.

We are pleased to report a reduction in the median gender pay gap in 2023 to 18.8% from 20.2% in 2022. We do however, 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.

Annual bonuses with a performance condition relating to Underlying Operating Profit were significantly reduced this period, as a result of the housing market being adversely impacted by economic and political uncertainty. Furthermore, no annual bonus was payable to the Executive Directors and the Executive Committee in March 2023, resulting in a reduction in our mean bonus gender pay gap.

Your Move has continued to embed it's Living Responsibly Priorities throughout the last twelve months. Our priorities include increasing the diversity of our Board and workforce and building an inclusive culture where colleagues are supported to thrive. To support these priorities, we have delivered unconscious bias and inclusion training and introduced a 'Passport to Recruit' training module to all line managers. In addition to this, we have continued to improve our current policies and practices by reviewing our Family Friendly Policies including enhancing our Parental Leave Pay Policy, introducing a Baby Loss Policy, a Fertility Policy, Menopause Policy and a Pregnancy Toolkit.

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.

Paul Hardy
Managing Director- Estate Agency
18 March 2024

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