

April 2024

The Gender Pay Gap Report

As RCI Financial Services Ltd (trading as Mobilize Financial Services Ltd) employs more than 400 people it is required by law to conduct Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to show the difference in average earnings of men and female earnings in our organisation.

At Mobilize Financial Services the pay system grades range from administrative to director level. Grades vary according to the level of responsibility that staff have. Each grade has a set pay range. MFS operates a reward and recognition scheme based on performance, irrespective of gender.

The data for Mobilize Financial Services shows the mean gender pay gap now at 14%, a significant reduction of 4.3% from last year. We recognise there is a higher proportion of female employees who work in our administrative roles; however, we now have 38% of our senior leadership positions filled by women. We have an aim to reach 50% in the next 3 years. We are supportive of flexible and part time working to allow all parents to share in the responsibilities within the home. To reflect this further, we have increased our paternity leave to give those with one years' service four weeks full pay paternity leave. However, 98% of our part time requests remain from women.

We recognise that we need to continue developing the gender balance at the most senior level, and we believe this can be achieved by having more focussed action around attracting, retaining, and developing female talent. In 2023 we have successfully offered 13 internal promotions to women with one of these being to the senior leadership team. As of January 2024, our executive committee is 40% female, with succession plans being full gender balanced.

We have an established mentoring programme, several levels of management development programme, and have introduced a women in leadership programme, in collaboration with our Renault Group partners. All these programmes are open and accessible to our part time staff.

As well as hybrid working, we offer all employees a wide range of flexible working options, such as part time working, term-time contracts and home working, which enables them to effectively manage their work/life balance.

We are also proud to support women at the very beginning of their careers. From our Industrial Placement Scheme, we are delighted to be supporting graduates, 35% of whom are women. These schemes are dedicated to supporting young people as they develop important skills and experience needed for a successful future career.

At Mobilize Financial Services, we continue to work towards our goal of ensuring all people are rewarded fairly for their contributions, regardless of their gender. We have a target in place to reduce our gender pay gap by 50% over the next 4 years.

With all our achievements in the past few years we have successfully achieved the "Great Place to Work for Women" Award for 4 years in a row, ranking 36th in the Large Category out of 89.

At Global level, the Group have introduced a women Mobilizers tribe. This is a global tribe with a focus on diversity and inclusion. The mission of this tribe is to act to reduce gender inequality in the workplace by growing individuals, strengthening networks, sharing information, best practices, and experiences to support Mobilize Financial Services to reach objectives for gender equality in the workplace and women in leadership. To further support this, we are working to promote young women into technological careers. This involves working with local schools, attending careers fairs and hosting tech events for young women.

When looking at our recruitment process, we have reviewed the way we advertise jobs to make sure our language is gender neutral. Requirements for the roles trying to list as behaviours rather than technical skills and we ensure that all interview panels are diverse. We have partnered with Women in Banking and Finance to both advertise jobs but also join network events. In addition, we have gone to local schools to present on careers in tech to break the stereotypes.

Work on eradicating the gender pay gap.

We will continue to build on our Mobilize Way Values by:

- Supporting women returning to work - through shared parental leave, part-time, and term-time only opportunities, home working and remote working.
- Supporting women progress in their careers - through development conversations with their line managers, development opportunities, regular formal career conversations and through succession planning.
- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working.
- Monitoring pay – to identify pay differences and take targeted action where appropriate.
- Continuous improvement of the recruitment process enabling us to promote and recruit top female talent.
- Building our Mentoring scheme - female mentoring a female to encourage empowerment and networking and thus enhancing their career.

Andrew Giles

Interim Chief People Officer