

# Gender Pay Gap Report 2021

## Provident Financial Management Services Limited

Provident Financial Management Services Limited (“PFMSL”) was part of the Provident Financial Group, a lender established in 1880 with a history of operating predominantly in the home credit market. PFMSL closed in December 2021.

### Our Gender Pay Gap Report

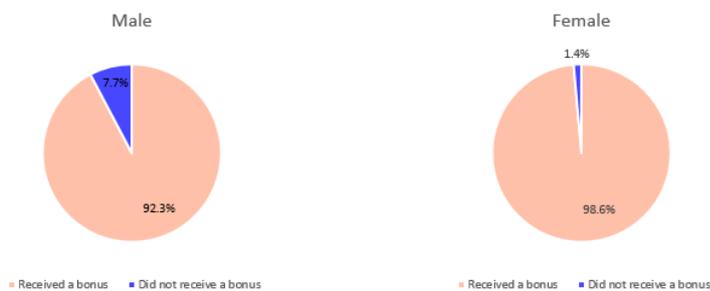
We strongly believe in our Group’s purpose of putting people on a path to a better everyday life. We believe in building a fair, equal and inclusive culture for all our colleagues.

### Our Pay and Bonus Gender Gap as at April 5th, 2021:

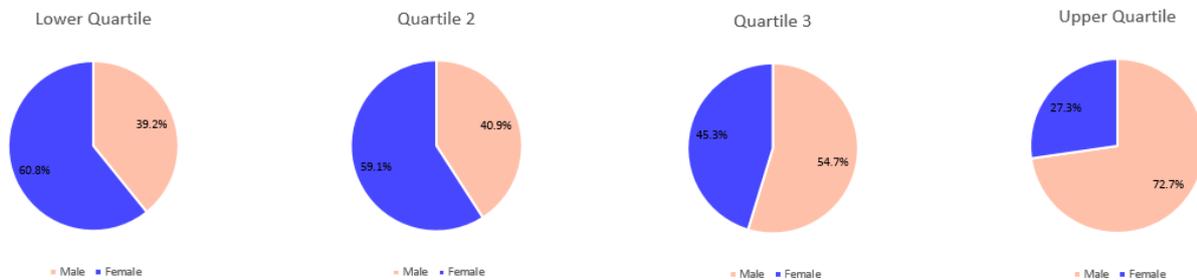
	Mean	Median
Hourly Pay	30.9%	28.0%
Bonus	-1.3%	0.0%

This table shows the overall mean and median gender pay gap based on hourly rates of pay as at April 5th, 2021. It also captures the mean and median bonuses paid in the year up to April 2021 for the 2020 performance year.

### Colleagues awarded a bonus



### Gender representation by quartiles



The images above illustrate the gender distribution at PFMSL across four broadly equal sized pay quartiles, each containing around 171 colleagues.

I confirm that the data presented in this statement is accurate.

A handwritten signature in black ink, appearing to read "Hamish Paton". The signature is written in a cursive, flowing style.

Hamish Paton  
Managing Director