

Gender Pay Gap Report 2021



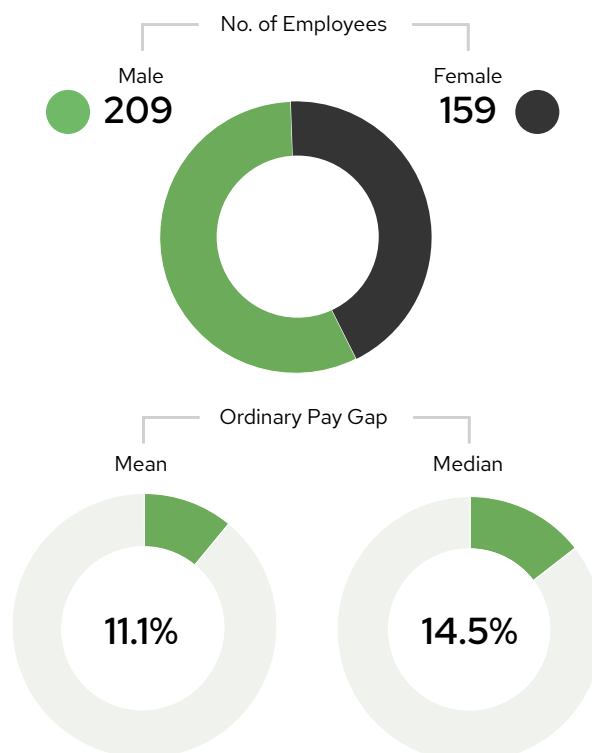
The Creditfix Group is a company that provides staff for Creditfix, Carrington Dean and Yip Financial Services. Creditfix and Carrington Dean provides personal insolvency services whilst Yip Financial Services provide loan and mortgage arrangement support to the UK public.

With over 182,000 clients, and 368 staff at time of reporting within the UK, the Creditfix Group has a pre-eminent position in the market and takes great pride in being an exciting and equitable place to work.

At the Creditfix Group, everyone is paid for the role they have in the team and their performance in that role.

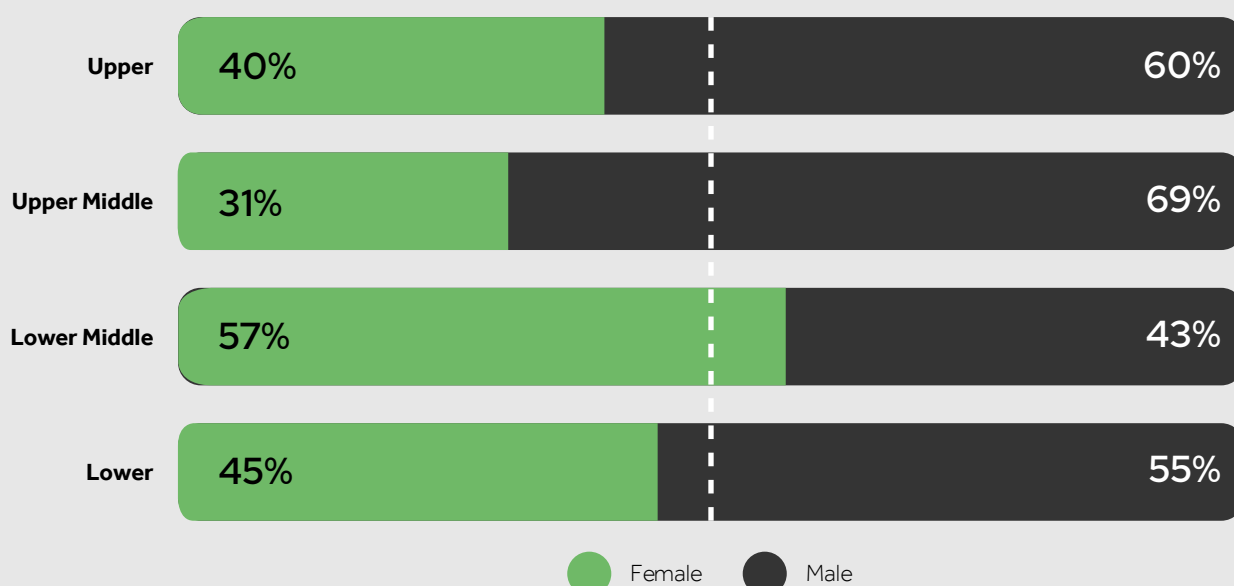
The Creditfix Group is an Equal Pay employer – men and women performing equal work receive equal pay.

We will continually explore how we can close any gaps found within our organisation to create more gender balance, given that we have more men than women. We practice equal opportunities, and we firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act.



Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Ordinary Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile, a result of the large number of Males working with the sales team, as well as in our IT and Development Teams employed by the Creditfix Group, both male dominated professions. For Females, there has been a 3% increase in the Upper Quartile, 6% increase in the Upper Middle Quartile, 3% increase in the Lower Middle Quartile and a 10% decrease in the Lower Quartile in comparison to the 2020 report, proving that women are progressing upwards within Creditfix Group.

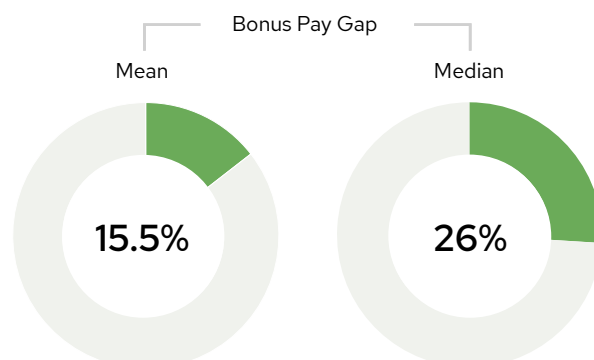


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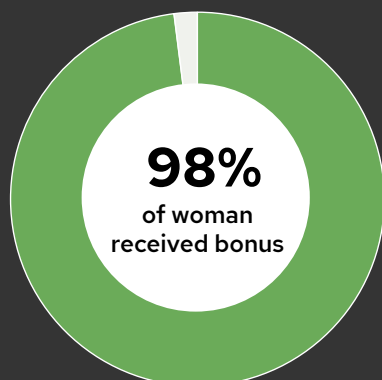
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving payments are almost identical, with 98% of women and 97% of men receiving bonuses in the year. This is a significant increase on prior year which reported 93% women and 89% of men receiving bonus payments.

However, the range of bonuses does vary dependent on the department. There is equal pay within the sales team, with all members paid in-line with the same commission structure. The mean being in favour of males (15.5%) suggests that sales people who earn the highest amount of commission are men.



● Females receiving a bonus up to 5 April 2021



● Males receiving a bonus up to 5 April 2021



I confirm that the data published in this report is accurate. Sam Carruthers, Payroll Manager