

## Momentum Services Limited – Gender Pay Gap Policy

Momentum Services is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing Human Resource and Payroll records to report on six statutory questions that indicate the difference between the average earnings of women and men in our organisation.

As a company we also utilise these results to determine:

- The levels of gender equality in our workplace.
- The balance of female and male employees at different levels.
- How fairly our people are being rewarded.

The statutory information of our results is displayed on our website however this report is intended to give context to that information:

On the snapshot date, the gender split was 58.5% female and 41.5% male which is relatively even compared to most Leisure, Travel and Hospitality businesses which tend to be heavily feminised.

The mean gender pay gap of 2.16 % is relatively low compared to the national average for full time workers which last year stood at 7.7%. It is also relatively low compared to other Leisure, Travel and Hospitality Businesses but we must continue to strive to achieve equality since the representation in the lower and lower middle quartiles is still not even. The Median gender pay gap at -0.32% is the result of a high number of our most senior roles being filled by females.

Proportion of women and men according to quartile pay bands (rounded to one decimal place):

Lower Quartile: Female 67.9% Male 32.1%

Lower Middle Quartile: Female 49.4% Male 50.6%

Upper Middle Quartile: Female 56.8% Male 43.2%

Upper Quartile: Female 59.8% Male 40.2%

Actions to help close the gap:

- We encourage career development across genders and seniority levels of the organisation through in house and external training and development.
- We support requests for flexible working and have a good mix of full time and part time colleagues.
- We reward staff fairly within an incremental pay system negotiated through collective bargaining that provides equitable progression to females and males alike, with policies in place that support gender equality (e.g. flexible working, maternity and paternity leave and a nursery Workplace benefit for our ground based employees to help young parents to stay in employment.
- Our recruitment and selection procedures aim to ensure that the most suitable candidate is chosen for any job role, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- We constantly review our recruitment and employment policies to ensure they are non-discriminatory.

I confirm, on behalf of the Board of Momentum Services Ltd, that the published information in relation to the gender pay gap is accurate.

David Cheeseman  
Director  
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# Gender Pay Gap Extract Report

Snapshot Date : 01/04/2023

Description: Gender pay gap report 2024

Payrolls: Monthly

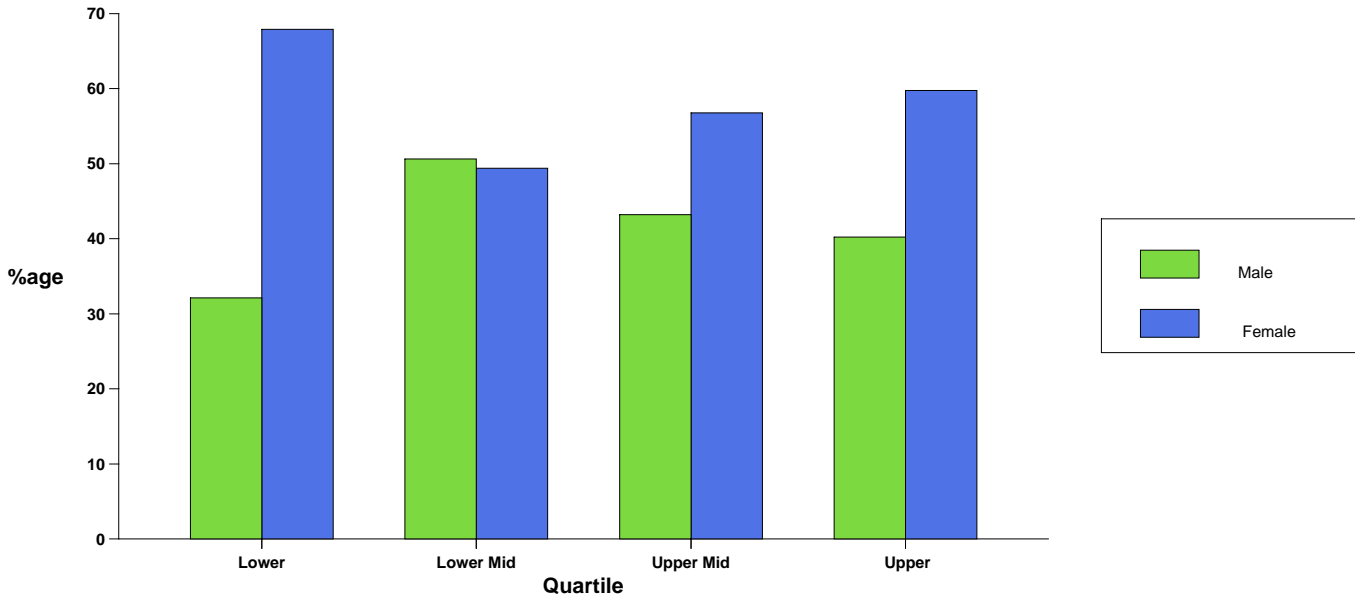
## Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	19.90	19.47	2.16%
Median	18.59	18.65	-0.32%

## Hourly Rate Quartiles

Gender	Lower (81)		Lower Middle (81)		Upper Middle (81)		Upper (82)	
Male	26	32.10%	41	50.62%	35	43.21%	33	40.24%
Female	55	67.90%	40	49.38%	46	56.79%	49	59.76%

Proportion of male and female employees per quartile



## Bonus Gaps

	Male	Female	Percentage Difference
Mean	2,956.78	2,108.77	28.68%
Median	3,187.38	1,976.09	38.00%

## Bonus Proportions

Number of Males receiving bonus:	119 / 136
Proportion of Males receiving bonus:	87.50%
Number of Females receiving bonus:	159 / 194
Proportion of Females receiving bonus:	81.96%