

2022 GENDER PAY GAP REPORT

Fairness, equality and inclusion
are important to us.

PAY & BONUS GAP

DIFFERENCE BETWEEN MEN AND WOMEN		
	Mean	Median
Hourly Pay	29.9%	28.2%
Bonus Paid	39.3%	0.0%

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 2022). It also captures the mean and median difference between bonuses paid to men and women at PRIMIS (the trading name of First Complete Ltd), in the year up to 5 April 2022.

PROPORTION OF COLLEAGUES AWARDED A BONUS

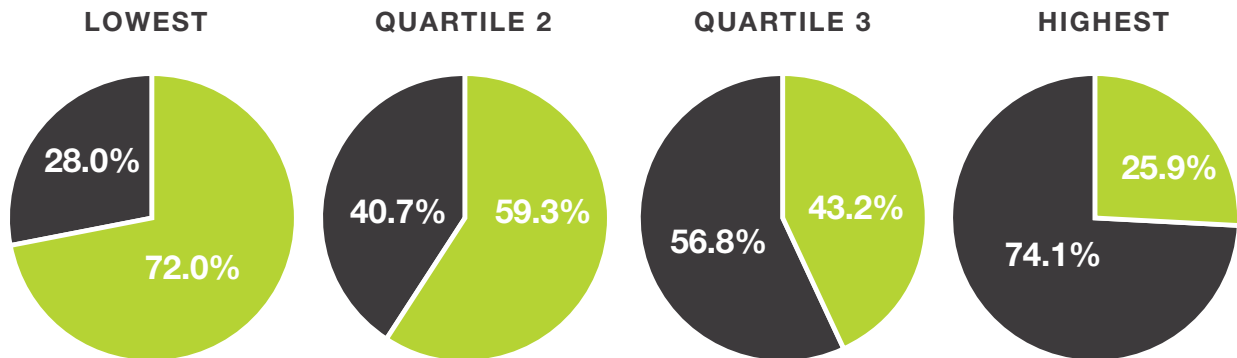


93.3%
BONUS



92.9%
BONUS

PAY QUARTILES



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 81 and 82 colleagues.

PRIMIS* has a large number of male and female employees working in a wide variety of roles across its two main office sites as well as a number of home based roles. As at 5th April 2022, 51% of our workforce were women and 49% were men. We recognise that a gender pay gap does exist within the organisation, as detailed in the figures above.

The two key reasons for this are; lower representation of females in the more senior graded roles in the business and lower representation of males in more junior graded roles. Within roles, PRIMIS has parity in the remuneration of male and female employees.

The majority of our job roles have the opportunity to earn a bonus or commission in addition to basic salary; this is reflected in the high proportion of staff receiving a bonus payment in the last 12 months (92.9% of females and 93.3% of males). We are pleased to report a reduction in the mean bonus gender pay gap in 2022 to 39.3% from 72.7% in 2021. Although this a positive step forward, we do recognise the disparity in the mean bonus amount between male and females. In addition to the reasons outlined above the mean bonus gap may also be attributable to the proportion of males present in roles with more opportunities to earn performance related bonus such as the Sales & Development function and Executive Management team.

PRIMIS is committed to a corporate culture that promotes diversity and inclusion. We are pleased to confirm that in 2021 we established our first Inclusion, Diversity and Equality (ID&E) strategy which is based on three key priorities; creating awareness, continually improving practices and promoting opportunity. To help us achieve the desired outcomes, our Executive Directors have the promotion of diversity included in their individual non-financial performance measures. 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.

Jon Round

Group Financial Services Director, PRIMIS

13 March 2023

*PRIMIS Mortgage Network is a trading name of First Complete Ltd. **www.islps.co.uk/living-responsibly

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