

MAN Commercial Protection Limited Gender Pay Gap Reporting 2018

All UK employers with over 250 employees are required to publish their gender pay gap information on an annual basis.

At MAN Commercial Protection Ltd we strive for equality and welcome the opportunity to be visible with our information, and therefore support the government's initiative to have companies publish Gender pay statistics.

We recognise this is a step forward in legislating for equality, and we are committed to treating our people fairly and equally in all that we do and in particular to promoting opportunities for development.

We are confident that our gender pay gap is not caused by men and women being paid differently to undertake the same or similar duties, but is driven instead by the nature of our business and structure of our workforce; with roles naturally interesting specific audiences.

As of the snapshot date (5 April 2018) our mean and median gender pay gap based on hourly rates of pay shows women are paid higher than men and that women receive a higher bonus than men.

Mean Pay Gap 11.5%	Median Pay Gap 2.8%
Mean Bonus Pay Gap 74.9%	Median Bonus Pay Gap -25%

A bonus payment was received by 7.5% of females and 7.4% of males.

Quartile	Lower	Lower middle	Upper middle	Upper
Female	6.4%	12.1%	10%	15.7%
Male	93.6%	87.9%	90%	84.3%

The quartile analysis shows that females represent a higher proportion of senior roles than less senior roles.

We are committed to consistently reviewing and addressing any imbalance we have within our business as we promote our culture and seek a workforce that represents the communities we operate in and the customers we serve.

I confirm that the data provided is accurate and meets the statutory requirements for Gender Pay reporting.

Iain McCallister
Managing Director