

Gender Pay Gap Report 2026

At MP Moran we are committed to providing a working environment in which all colleagues feel valued appreciated and respected.

We endeavour to create an environment where all of our colleagues are able to pursue a rewarding career whilst contributing to the success of our business.

We oppose all forms of less favourable treatment on the grounds of age gender, colour, race, nationality ethnic origin, marital status, disability, religion or belief, sexual orientation or disability.

We support the introduction of mandatory gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are working hard to develop a more diverse workforce, which includes becoming a more attractive employer to everyone.

What is the Gender Pay Gap

The gender pay gap refers to the difference in average earnings between men and women in the workforce, even when they are doing the same type of work.

Being open about pay is an essential step in tackling inequality in the workplace. When organisations publish this information, they are encouraged to recognise any gender pay disparities that may exist and take meaningful action to address them.

In the UK, companies with more than 250 colleagues are legally required to report their gender pay gap data. Failure to comply can result in fines or legal consequences. This requirement has led to a significant rise in the number of organisations sharing their gender pay gap information in recent years.

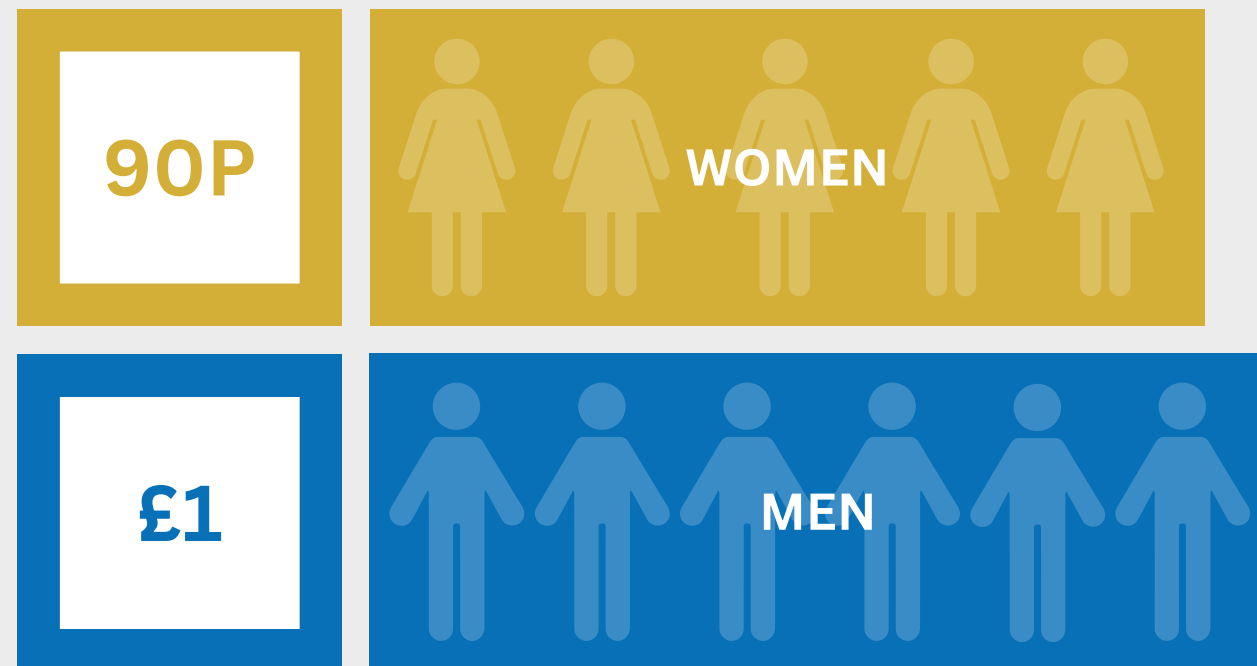
Overall, publishing gender pay data plays an important role in moving towards greater gender equality at work. By sharing this information openly, organisations can identify inequalities and work towards creating a fairer, more balanced working environment for all colleagues.

Our gender pay gap

Hourly pay gap

This report illustrates our gender pay gap data for the past 12 months to 5 April 2025.

The figures below show that women earn 90.3p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 9.7% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 6% lower than men's.

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

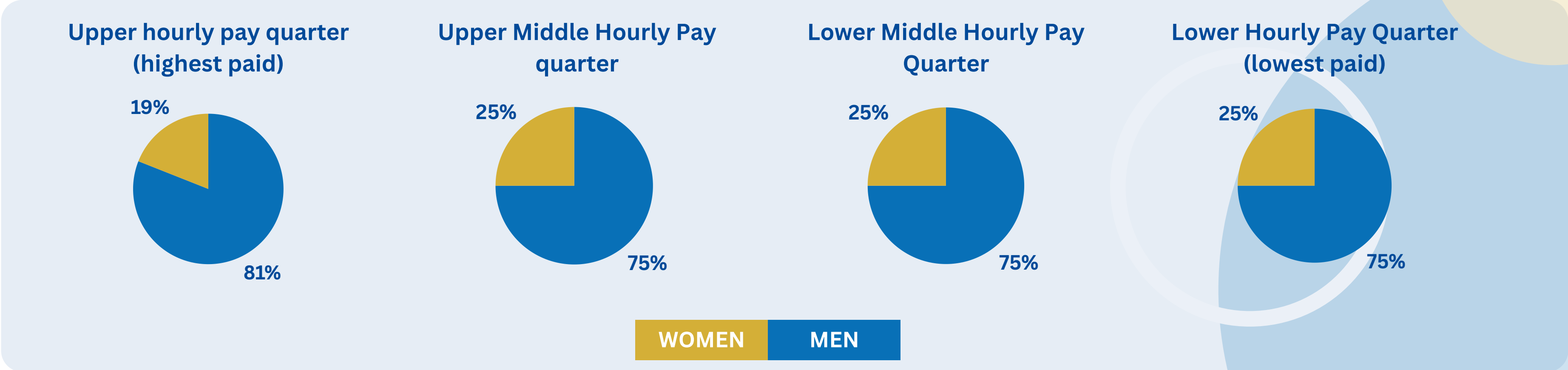
Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid colleagues.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all colleagues to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

The percentage of women in each pay quarter



About Pay Quarters

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of women’s representation at different levels of the organisation.