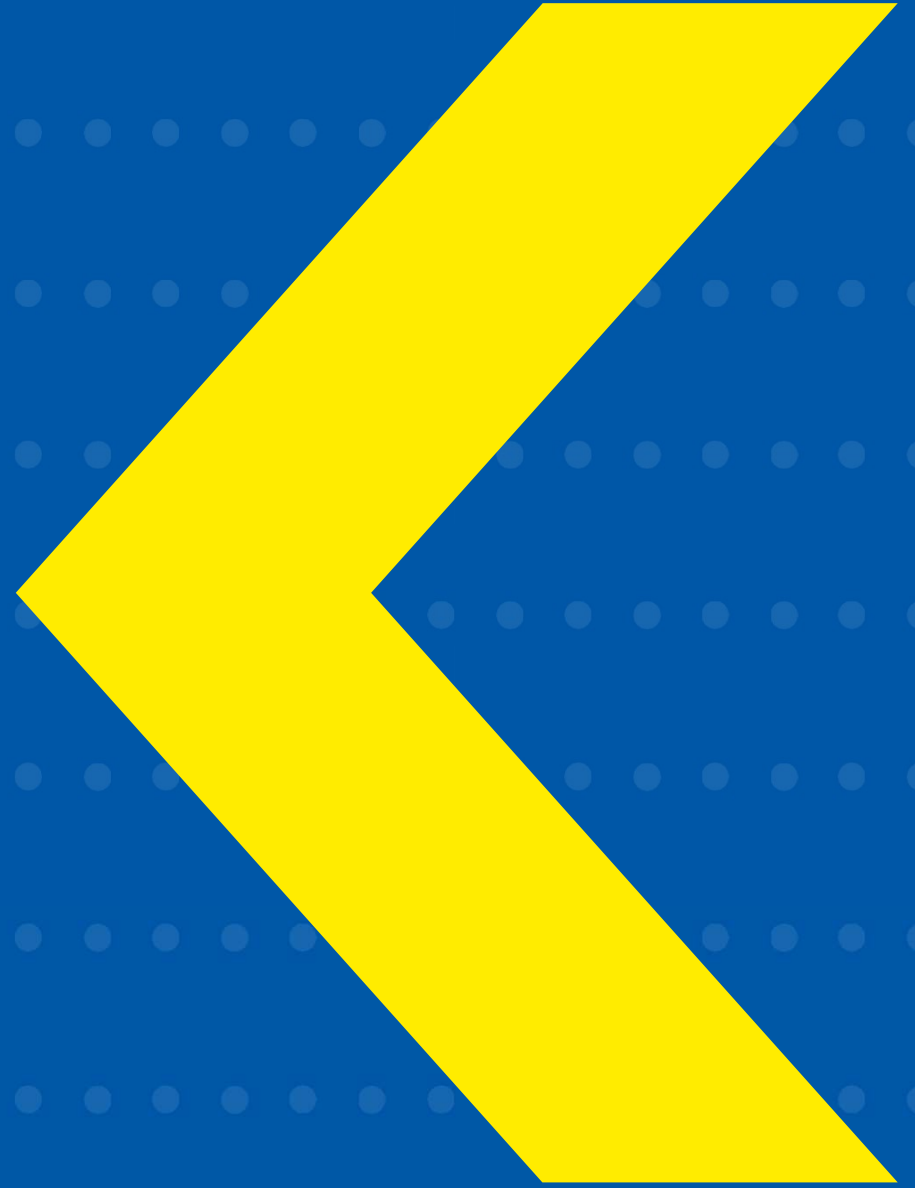


# Gender Pay Gap Report 2024





# Committed to providing a working environment in which all employees feel valued appreciated and respected.

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

We endeavour to create an environment where all of our staff 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 is the difference in average earnings between men and women in the workforce for doing the same job.

Transparency around pay is a key step towards addressing inequality in the workplace. By making this information public, companies are forced to confront any gender pay disparities that exist within their organization, and to take steps to address them.

In the UK, companies with over 250 employees are required to publish their gender pay gap data. Failure to do so can result in fines or legal action. This has led to a significant increase in the number of companies reporting on their gender pay gaps in recent years.

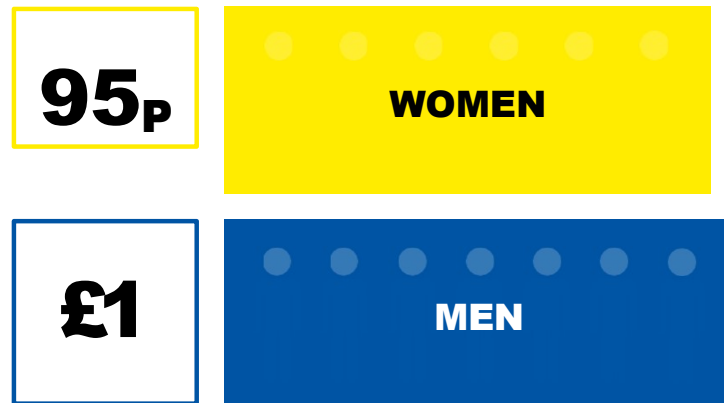
Overall, the publication of gender pay data is an important step towards achieving gender equality in the workplace. By making this information public, companies can identify and address disparities, and work towards creating a more fair and equal working environment for all employees.

# Our gender pay gap

## Hourly pay gap

This report illustrates our gender pay gap data for the past 12 months to 5 April 2023.

The figures below show that women earn 94.6p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.4% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 4.7% 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 employees.

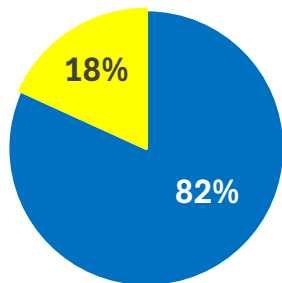
## The mean (average) gender pay gap figure

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

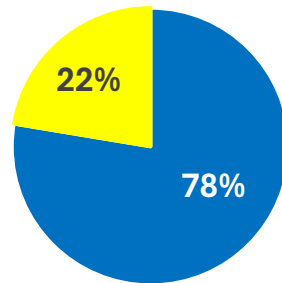
Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

# The percentage of women in each pay quarter

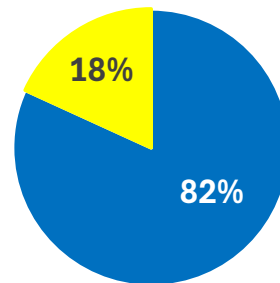
**Upper hourly pay quarter  
(highest paid)**



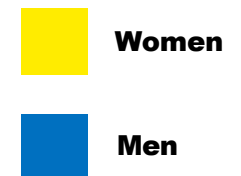
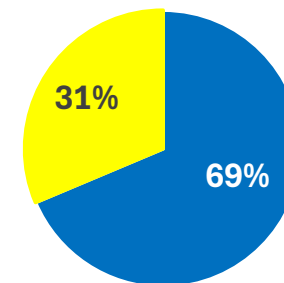
**Upper Middle Hourly  
Pay quarter**



**Lower middle hourly  
pay quarter**



**Lower hourly pay  
quarter (lowest paid)**



## The percentage of women in each pay quarter

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.

## About pay quarters

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