

GENDER PAY GAP REPORT FOR THE SNAPSHOT DATE OF 5th APRIL 2024



MAYFLEX SNAPSHOT

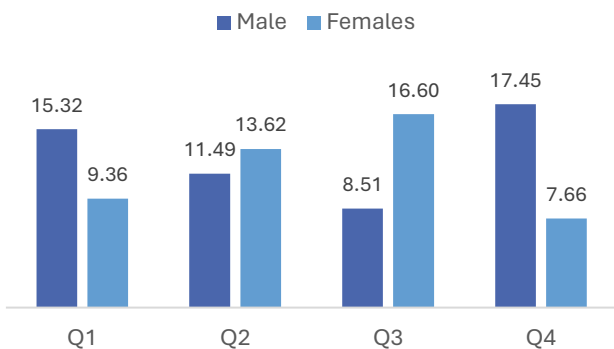
- **Our Mean Gender Pay Gap is 23.27%**
- **Our Median Gender Pay Gap is -1.11%**
- **Our Mean Gender Bonus Gap is 24.84%**
- **Our Median Gender Bonus Gap is -6.67%**

The proportion of Males Receiving bonus is 98.36% and the proportion of female employees receiving bonus is 97.30%.

Different roles in our business require different skills, knowledge, and experience and therefore these different roles pay differently; and because the number of men and women who work in these roles varies, a **Gender Pay** Gap exists. This is different from 'Equal Pay' which is men and women being paid the same rate of pay for carrying out the same or similar roles.

Table 1: Pay Quartiles by Gender

Quartile Distribution as % of total population

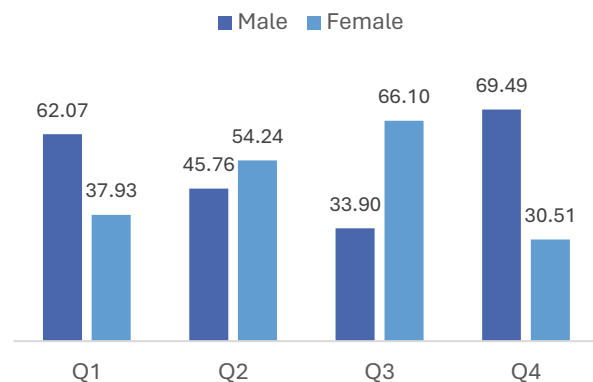


A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The “lower quartile” is the lowest group. The “upper quartile” is the highest

group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Q1 includes the lowest-paid 25% of employees (the lower quartile) and band Q4 covers the highest-paid 25% (the upper quartile).

Table 2: Gender breakdown per Quartile

Gender as a % of each Quartile



From the Mayflex data we can see that Males are overrepresented in both the lower (Q1) and upper (Q4) quartiles, with Females forming a majority of Q2 and Q3.

Why do we have a Gender Pay Gap?

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We:

- Carry out regular pay and benefits reviews.
- Provide regular training on unconscious bias.
- Have implemented blind CVs as a recruitment tool.
- Evaluate job roles and pay grades with external benchmarking tools to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. For example, in Table 2 we can see that men are overrepresented at 69.49% in Q4, the highest earners. This is as many of our external salespeople and senior leadership are Males. This also explains the difference between our Mean and Median gender wage gap. This is not a situation unique to Mayflex with the Median Gender Wage gap at the 90th percentile equating to 14.8% while the UK Median Gender Wage gap between Functional Managers and Directors is 23.4% (ONS Data, 2023).

How does our Gender Pay Gap compare with that of others?

The median Gender pay gap in the UK for full time employees stands at 7.7% in 2023,

up from 7.6% in 2022. Across all employees (part and full time) the Gender pay gap is 14.3%.

The median pay gap at Mayflex is -1.11% which means that for every £1 a female makes, a male would make 99p. In this regard there is much more equality reflected in the pay between Genders at Mayflex than there is in the wider UK economy.

What are we doing to address our Pay Gap?

We are consistently working to ensure fairness and equal opportunity across our organisation. For example, our rolling 12-month internal promotion rate for women is 52% and our rolling 12-month external hires for women is 41%. Our current gender breakdown is 52.77% Male, 47.23% Female. We will endeavour to continue our work to ensure that all employees are paid fairly for the work they contribute to our organisation.

I, Joshua Lacey, HR Business Partner, confirm that the information in this statement is accurate.

Signed



Date

25/04/2024