

As an employer of more than 250 people, Mander Portman Woodward Limited is required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5th April 2021.

Mean Gender Pay Gap	14.1%
Median Gender Pay Gap	7.5%

Mean Bonus Gender Pay Gap	59.5%
Median Bonus Gender Pay Gap	-20.0%

% Females getting a Bonus	5.1%
% Males getting a Bonus	3.3%

Proportions in each Pay Quartile:

	Males	Females
Lower quartile	37.0%	63.0%
Lower middle quartile	58.3%	41.7%
Upper middle quartile	56.9%	43.1%
Upper quartile	57.5%	42.5%

I confirm that the information in this statement is accurate



Martin McInroy
Director