

Gender Pay Gap Report

5th April 2020 Snapshot Date



FACILITIES MANAGEMENT

Introduction

At MAR Facilities Management we believe that behind every successful business there is a team of people, a diverse and balanced workforce, who drive the organisation forward and who strive to achieve the optimum performance for the company. We are an equal opportunities employer that rewards the best talent regardless of employee's gender, nationality or ethnic origin.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to carry out Gender Pay Reporting and believe that this information will help us highlight and define our key points of focus to achieve any future improvements.

In producing this report, we have carried out six calculations that show the difference between the average earnings of men and women within our organisation. The calculations are based on payroll information covering the pay cycle that included the snapshot date of 5th April 2020. This report will not involve publishing individual employee's data. We will publish the results on our main company website and the dedicated government website annually.

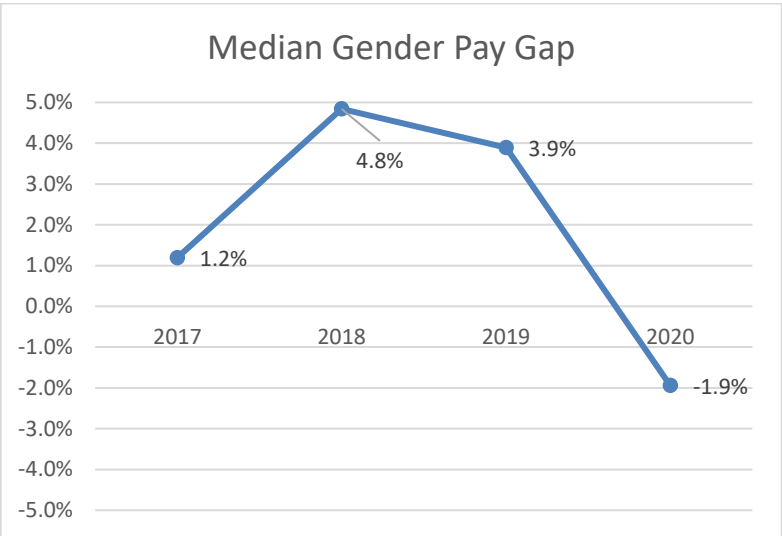
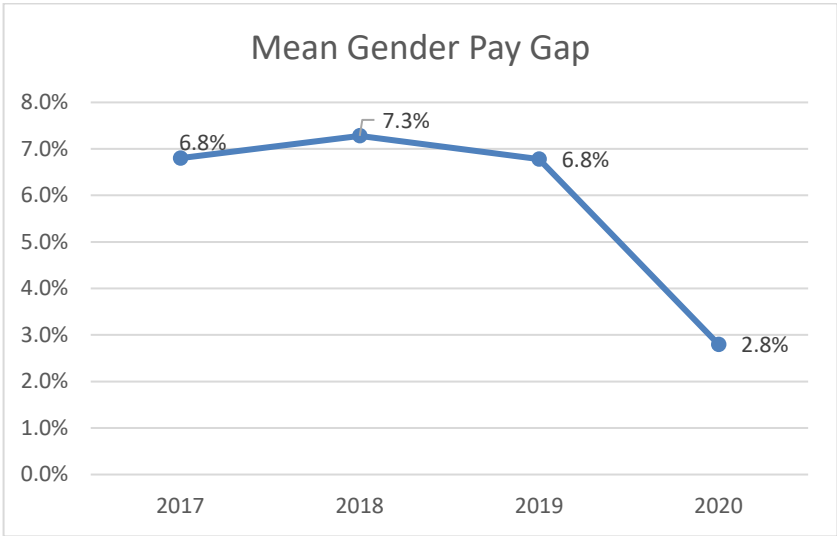
Interpretation

In the last twelve months, we have made a conscious effort towards encouraging a more diverse work force, for example by inviting more women to the Senior Management Team. In order to shed some light on the true meaning of the Gender Pay Gap calculations, please refer to our statement and comments below.

	Median				Mean			
	2017	2018	2019	2020	2017	2018	2019	2020
Hourly Wage Pay Gap	1.2%	4.8%	3.9%	-1.9%	6.8%	7.3%	6.8%	2.8%
How much women earn for every pound earned by men?	£0.99	£0.95	£0.96	£1.02	£0.93	£0.93	£0.93	£0.97
Full Time Employees (over 35hrs p/w)	-7.5%	-2.30%	2.81%	-1.43%	-3.8%	8.3%	7.4%	2.4%
How much women earn for every pound earned by men?	£1.07	£1.02	£1.00	£1.01	£1.04	£0.92	£0.93	£0.98
Part Time Employees (up to 35hrs p/w)	2.4%	-0.57%	-1.59%	-7.14%	-1.3%	-0.8%	-1.3%	-5.1%
How much women earn for every pound earned by men?	£0.98	£1.01	£1.02	£1.07	£1.01	£1.01	£1.01	£1.05
Management	-36.3%	21.65%	13.96%	-10.57%	-14.8%	13.3%	20.4%	14.8%
How much women earn for every pound earned by men?	£1.36	£0.78	£0.86	£1.11	£1.15	£0.87	£0.80	£0.85
Non-Management	-13.3%	6.42%	3.56%	-2.15%	1.3%	3.0%	2.1%	-0.1%
How much women earn for every pound earned by men?	£1.13	£0.94	£0.96	£1.02	£0.99	£0.97	£0.98	£1.00
Bonus Pay Gap	-38.9%	65.1%	33.3%	0.0%	63.5%	62.6%	66.0%	72.8%
How much women earn in bonus pay for every pound earned by men?	£1.39	£0.35	£0.67	£1.00	£0.37	£0.37	£0.34	£0.27

The challenge within our organisation, as with many other companies across the UK, is to fully eliminate the gender pay gap. Gender Pay Gap (GPG) reporting is different to an equal pay audit and the two should not be confused. Both reports look at employee's pay rates but from a different perspective.

MAR Facilities Management is proud to reward staff the same wages for the same work, regardless of their characteristics, which qualifies us as an equal pay employer. GPG on the other hand, looks at the imbalance between the number of men and women employed within the organisation and also the difference in hourly rate and bonus payments.



I confirm that the data in this document is accurate and in accordance with Government reporting regulations.

Ewa Skorek
Head of HR and QSHE compliance
April 2020