



# Mark Warner 2018 UK Gender Pay Gap Report

April 2019

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## Legislative requirements

All UK companies that employed at least 250 people on 5 April 2018 are required to report the following gender pay gap information:

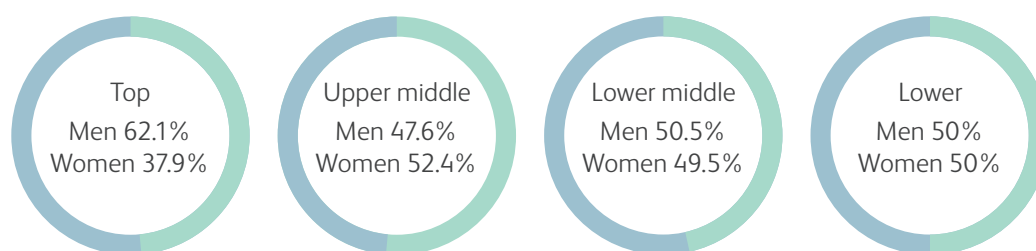
- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Mean and median hourly pay gap calculations compare hourly rates of pay as they stood on 5 April 2018. Mean and median bonus gap calculations encompass the 12-month period to 5 April 2018. The proportion of men and women in each quartile of our pay structure illustrates the total number of men and women, split into four equal parts based on hourly rates of pay.

## Our UK Gender Pay Gap Reporting

Gender pay gap (mean and median)	2018	2017
Mean hourly pay gap	7.6%	4.9%
Median hourly pay gap	10.6%	1.2%
<b>Gender bonus gap (mean and median)</b>		
Mean bonus pay gap	51.2%	5.0%
Median bonus pay gap	35.0%	17.0%
<b>Proportion of men and women receiving bonuses</b>		
Men	24.4%	22.6%
Women	20.9%	20.7%

## Proportion of men and women in each quartile of our pay structure



We are very positive about our Gender Pay Gap reporting figures. We offer excellent enhanced maternity packages and flexible return to work options which we believe has positively impacted our figures so far. We will continue to focus on equal pay and employing a diverse work force.

I can confirm this published information is accurate.

**David Hopkins**  
Managing Director  
April 2019