



## The Mansfield Group Gender Pay Gap Report 2017

At The Mansfield Group we are committed to creating a diverse, balanced place to work which reflects the customers we serve and that our people can be themselves and be at their best.

### Colleague demographic

Our colleague demographic represents the rescue & recovery sector, with a gender split of 84% male and 16% female

### Gender Pay & bonus gap

We have a mean (average) gender pay gap of -1.6% and a median (middle) gender pay gap of 0.5%. The national median average is 18.1%

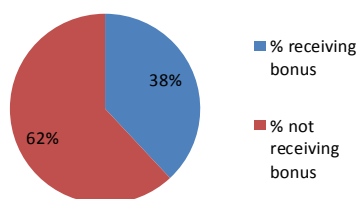
This represents the company's positive approach to all our employees, and shows that our females are not at a disadvantage regarding pay awards.

<i>Difference between men and Women</i>		Mean	Median
Gender Pay Gap		-1.6%	0.5%
Gender Bonus Gap		66.4%	-100.0%

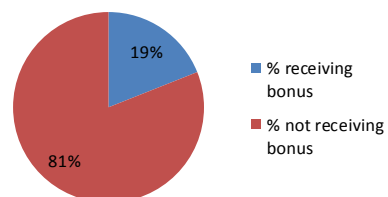
The above table captures the mean and median difference in hourly pay and bonus paid to men and women in the year up to and including ( 5<sup>th</sup> April) 2017. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men

### Proportion of all employees receiving a bonus

Female



Male



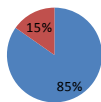


The charts show the percentage of male and female colleagues who received a bonus payment in the year up to and including the (5<sup>th</sup> April) 2017, which indicates a difference of 19% between the number of women receiving a bonus vs the number of men receiving a bonus.

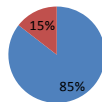
### Pay quartiles across all employees

Each quartile contains 131 employees

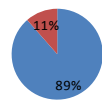
Quartile1



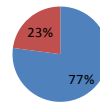
Quartile2



Quartile3



Quartile4



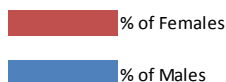
Mean gender Pay Gap by quartile

-7.7%

0.9%

0.4%

1.2%



The above charts show the gender distribution across four equally sized pay quartiles

this shows that The mansfield group has a much higher percentage of male colleagues across all pay quartiles

### How we continue to make a difference

We are confident that men and women are paid equally within the same job role across our business, which can be seen in the results.

Our challenge is to encourage a diverse workforce that represents more women; currently our female colleagues represent 16% of our employees. Through training and engagement we encourage women to seek senior roles; currently we have a number of women in senior roles, including our Chief Operating Officer and we continue to actively promote females as part of our recruitment and talent spotting campaigns. All of this is underpinned by our commitment to focus on embedding diversity within our culture. Together we're creating a company where every employee can be themselves, aim high and be at their best.

Darrell Mansfield, Chief Operating Officer