



GENDER PAY GAP REPORT

Snapshot Date - 5 April 2017

DATE OF REPORT 19th March 2018

STATEMENT

Marina Developments Limited (MDL) aims to provide equal opportunities to all employees. This includes ensuring all employees are rewarded and offered career development, irrespective of an employee's gender.

In accordance with the legislative requirement to publish Gender Pay Gap Data, the following statements and graphs outline MDL Marinas' Gender Pay Gap results for 2017. The figures and data shown are taken from the 'snapshot date' 5th April 2017.

The graphs and commentary below show our results and these have been reached by using the mechanisms set out in the Gender Pay Gap reporting legislation guidelines.

Key results highlighted are:-

Gender Pay Gap

- Both the mean and median measures show that average female pay is higher than pay to males. At the snapshot date the company had a number of females in senior positions, which has contributed to this outcome.

Gender Bonus Gap

- The mean measure shows bonus payments to females to be significantly higher than to males. This reflects the number of females in senior positions, who tend to earn higher bonuses.
- The median measure tends to reduce the impact of the females in senior positions and as a result shows a 4% gap.

Proportion of employees receiving a bonus

- This measure shows that 72% of females and 61% of males receive a bonus.

Proportion of males and females in each quartile pay band

- Most of our employees are employed at marina sites. These are occupations that tend to attract male workers and accordingly the data shows that in each quartile pay band the company has proportionately more male than female employees.

I can confirm the data contained within this report for Marina Developments Limited is accurate, and has been produced in accordance with the ACAS Managing Gender Pay Reporting guidance.

Finance Director

MEAN AND MEDIAN PAY AND BONUS GAP

	MEAN	MEDIAN
Gender Pay Gap	-11.20%	-15.60%
Gender Bonus Gap	-53.40%	4.40%

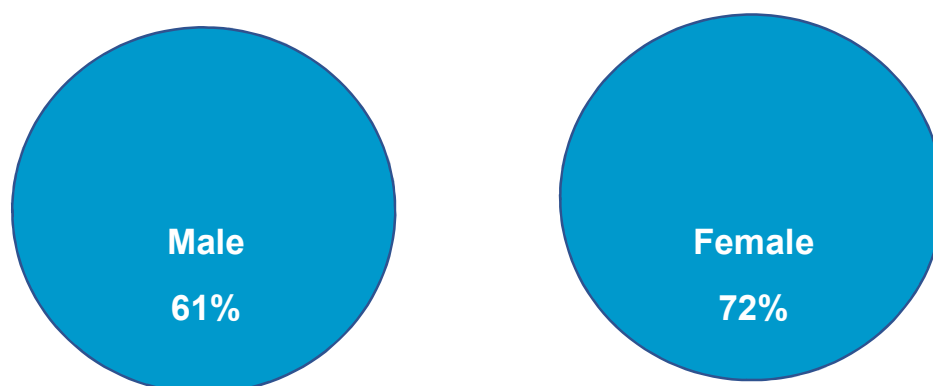
Mean

On 5 April 2017, female employees received 11.20% more than male employees.

Median

On 5 April 2017, female employees received 15.60% more than male employees.

PROPORTION OF EMPLOYEES RECEIVING A BONUS



PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

PAY QUARTILE	MALE	FEMALE
Lower	72.30%	27.70%
Lower Middle	87.70%	12.30%
Upper Middle	72.30%	27.70%
Upper	64.10%	35.90%