



MDL MARINAS

# GENDER PAY GAP REPORT

## Snapshot Date - 5 April 2018

DATE OF REPORT 4<sup>th</sup> April 2019

### 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 2018. The figures and data shown are taken from the 'snapshot date' 5<sup>th</sup> April 2018.

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

- The mean measure shows that male pay is higher than pay to females. At the snapshot date the company had a number of males in senior positions, which has contributed to this outcome.
- The median measure shows that female pay is higher than pay to males. At the snapshot date the company had a larger proportion of females in senior positions, which has contributed to this outcome.

#### Gender Bonus Gap

- The mean measure shows bonus payments to females to be higher than to males. This reflects a greater proportion of females earning a bonus occupying senior positions in the business during the year ended 5 April 2018.
- The median measure also shows that bonus payments to females to be higher than to males. This again reflects the larger proportion of females in senior positions, which has contributed to this outcome.

#### Proportion of employees receiving a bonus

- This measure shows that 19.5% of males and 12.5% of females 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.

**Michael Glanville**  
Managing Director

## MEAN AND MEDIAN PAY AND BONUS GAP

|                  | MEAN     |          | MEDIAN     |          |
|------------------|----------|----------|------------|----------|
|                  | 05/04/18 | 05/04/17 | 05/04/2018 | 05/04/17 |
| Gender Pay Gap   | 6.60%    | -11.20%  | -11.10%    | -15.60%  |
| Gender Bonus Gap | -19.00%  | -53.40%  | -60.50%    | 4.40%    |

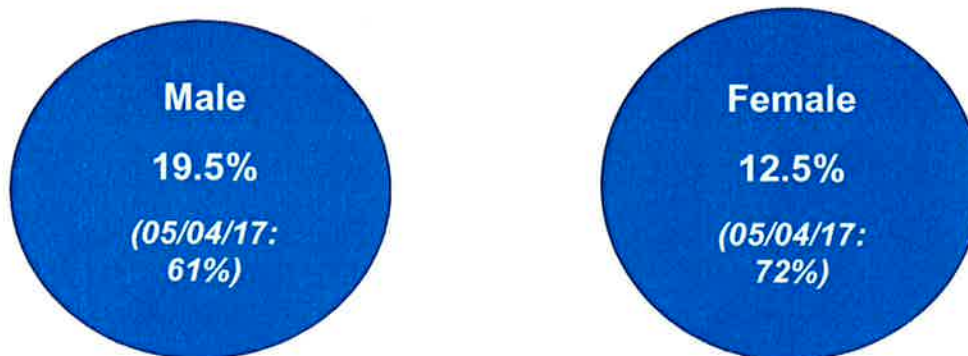
### Mean

On 5 April 2018, male employees received 6.60% more than female employees (5 April 2017: -11.20%).

### Median

On 5 April 2018, female employees received 11.10% more than male employees (5 April 2017: 15.60%).

## PROPORTION OF EMPLOYEES RECEIVING A BONUS



## PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

| PAY QUARTILE | MALE     |          | FEMALE   |          |
|--------------|----------|----------|----------|----------|
|              | 05/04/18 | 05/04/17 | 05/04/18 | 05/04/17 |
| Lower        | 67.60%   | 72.30%   | 32.40%   | 27.70%   |
| Lower Middle | 89.60%   | 87.70%   | 10.40%   | 12.30%   |
| Upper Middle | 77.60%   | 72.30%   | 22.40%   | 27.70%   |
| Upper        | 70.10%   | 64.10%   | 29.90%   | 35.90%   |