



MDL MARINAS

GENDER PAY GAP REPORT

Snapshot Date - 5 April 2019

DATE OF REPORT 24th March 2020

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 2019. The figures and data shown are taken from the 'snapshot date' 5th April 2019.

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 both males and females to be in keeping with one another. This reflects MDL's policy of allowing all members of staff to participate in company wide bonus schemes, irrespective of gender.
- The median measure shows that bonus payments to females are considerably higher than to males. This again reflects a greater proportion of females earning a bonus occupying senior positions in the business relative to their male counterparts.

Proportion of employees receiving a bonus

- This measure shows that 21.9% of males and 28.1% 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	
	05/04/19	05/04/18	05/04/19	05/04/18
Gender Pay Gap	2.2%	6.6%	-7.7%	-11.1%
Gender Bonus Gap	-0.2%	-19.0%	-81.4%	-60.5%

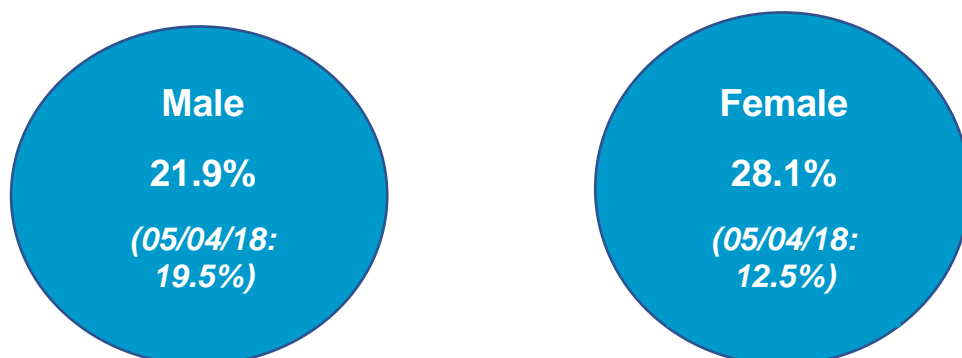
Mean

On 5 April 2019, male employees received 2.20% more than female employees (5 April 2018: 6.6%).

Median

On 5 April 2019, female employees received 7.7% more than male employees (5 April 2018: 11.10%).

PROPORTION OF EMPLOYEES RECEIVING A BONUS



PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

PAY QUARTILE	MALE		FEMALE	
	05/04/19	05/04/18	05/04/19	05/04/18
Lower	76.2%	67.6%	23.8%	32.4%
Lower Middle	82.3%	89.6%	17.7%	10.4%
Upper Middle	79.4%	77.6%	20.6%	22.4%
Upper	69.4%	70.1%	30.6%	29.9%