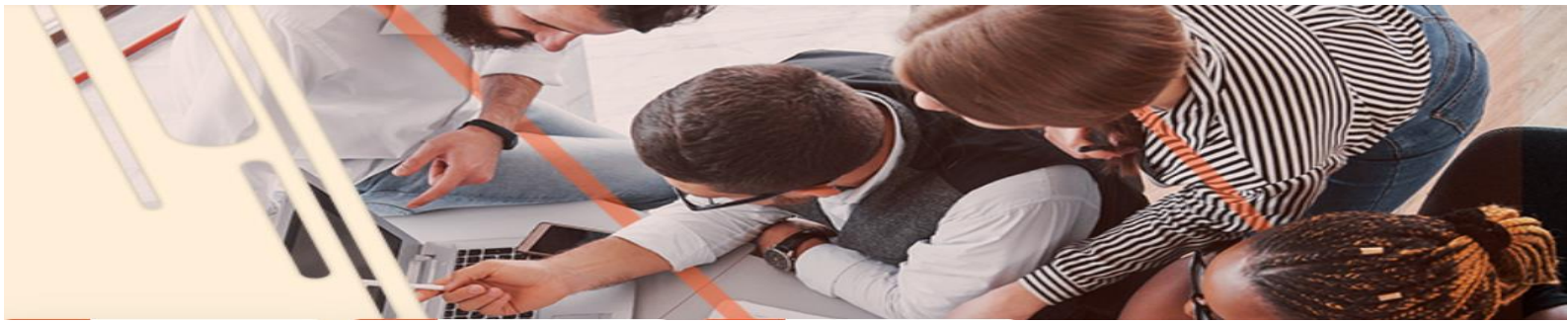




Gender Pay Gap Report

ONE COMPLETE SOLUTION



Introduction

MPD FM Ltd is a leading facility management company. We offer highly professional services for corporate clients nationwide. Our unparalleled industry knowledge, deep understanding of customer needs, and commitment to efficient, high-quality service provision make us an ideal candidate for your business operations.

Our Values

Treating our employees with the utmost respect and dignity is what grounds MPD FM as a people-based service provider. Just as our employees enable us to reach the heights of greater success, we hope to aid them in evolving their human capital as well. Our guaranteed personal and business ethics ensure that MPD FM is a company worthy of trust by all.

Integrity

Here at MPD FM, we value integrity as a fundamental element of our work culture. Fairness, legitimate practice, and honesty are just some of the practical implementations of this core belief. As our organisation grows, we've come to place an ever-greater expectation on our #TeamMPD to act with responsibility. Ultimately, having obtained selective membership of the SIA's top 5% ACS is because of these continued practices.

At MPD FM, we're committed to tackling inequality and under-representation creating an inclusive environment and reflecting the staff and clients we serve. We are committed to conducting ourselves with integrity and practising the highest ethical standards.



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Gender Pay Gap Report

What is Gender Pay Gap?

As opposed to equal pay, the gender pay gap is the difference between average male and female pay across the organization. Gender pay gap measures the difference between the average pay of men and women across all roles within the organization.

Gender Pay Gap legislation (developed by the Government Equalities Office) was introduced in April 2017 and requires all organisations with 250 or more employees to publish their overall mean and median gender pay gaps.

The gender pay gap refers to the difference between the average (mean or median) earnings of men and women across a workforce. It is not the same as equal pay or pay equity.

The mean gender pay gap shows the percentage gap in the average salaries of men and women based on standard hourly rates of pay during the pay period (a single month). The median Gender Pay Gap shows the percentage gap in the median of men and women based on standard hourly rates of pay during the pay period. The median is the middle value when all the values are ranged from highest to lowest

We are encouraged by the positive results in our gender pay gap report, but we know there is more work to be done. We will continue to work hard to improve the representation of women across our organisation.

Understanding our Gender Pay Gap Report

To be clear, reporting on the gender pay gap reflects the difference between average pay of men and women across the UK, it is not a comparison of pay rates for men and women doing like for like work.

The Gender Pay Gap legislation requires UK employers with 250 employees or more to produce and report a Gender Pay Gap Report each year.

The information provided within this report has been calculated as required by the Gender Pay Gap legislation and using a “snapshot date” of 5 April 2022.

When we refer to “Median Gender Pay Gap” in this report we mean the difference in the middle points of either pay. Essentially if we listed all men and women’s pay in order of value, the “median gap” is the difference between the middle male and middle female’s pay, expressed as a percentage of the male’s pay. When we refer to “Mean Gender Pay Gap” in this report things are a bit simpler. This means the difference between the average hourly pay for women compared to men, expressed as a percentage of the male’s pay.



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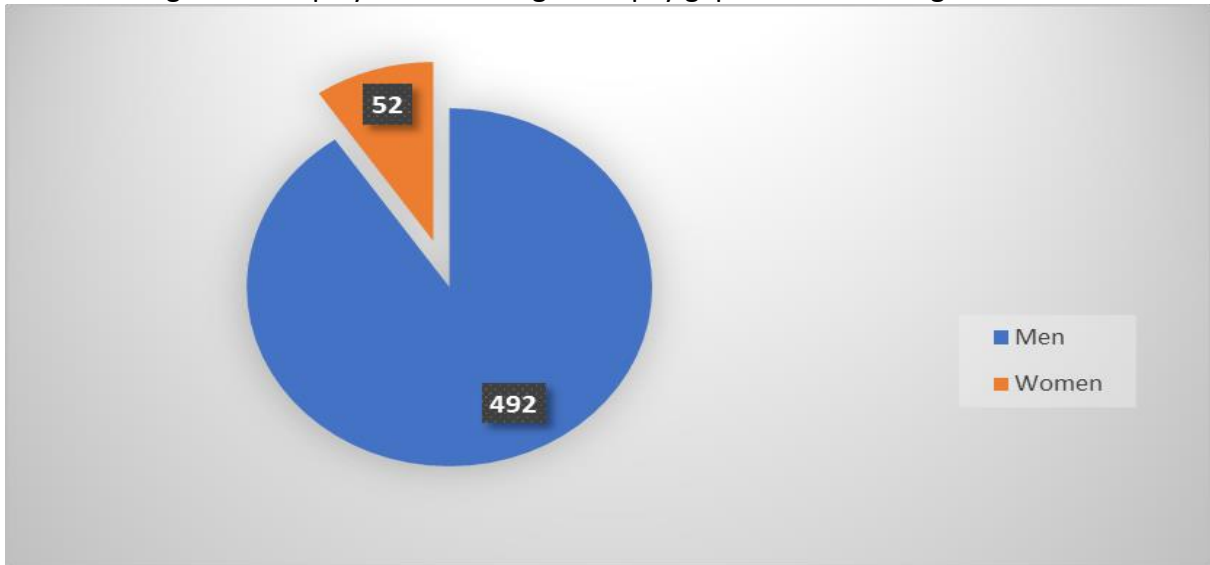
the mean (average) hourly pay for men:	9.64
the mean (average) hourly pay for women	9.86
The mean (average) gender pay gap	-2.28%

men's median hourly pay	9.25
women's median hourly pay rate	9.42
median gender pay gap using hourly pay	-1.84%

Gender Breakdown

MPD FM Limited has more than 250 employees in the UK.

The following charts displays the overall gender pay gap data for our organisation.



Pay Distribution

