



# Gender Pay Gap Report (2022-23)

ONE COMPLETE SOLUTION



## Introduction

MPD FM 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 Ltd is a company worthy of trust by all.

## Integrity:

Here at MPD, 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 as a result of these continued practices.

We are committed to conducting ourselves with integrity and practising the highest ethical standards. Our personal and business ethics ensure that MPD FM Limited is a company worthy of trust, by clients, partners, and team members.

At MPD FM Limited, we're committed to tackling inequality and under-representation – creating an inclusive environment and reflecting the staff and clients we serve. 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 Ltd is a company worthy of trust by all.



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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 – March). 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're 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.

## What is Gender Pay Gap?

The gender pay gap measures the difference between men and women's average pay within a business or organisation, regardless of their role or work level. This is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value.

## 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.

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:	10.90
the mean (average) hourly pay for women	10.44
The mean (average) gender pay gap	4.22%
men's median hourly pay	10.18
women's median hourly pay rate	10.45
median gender pay gap using hourly pay	-2.84%

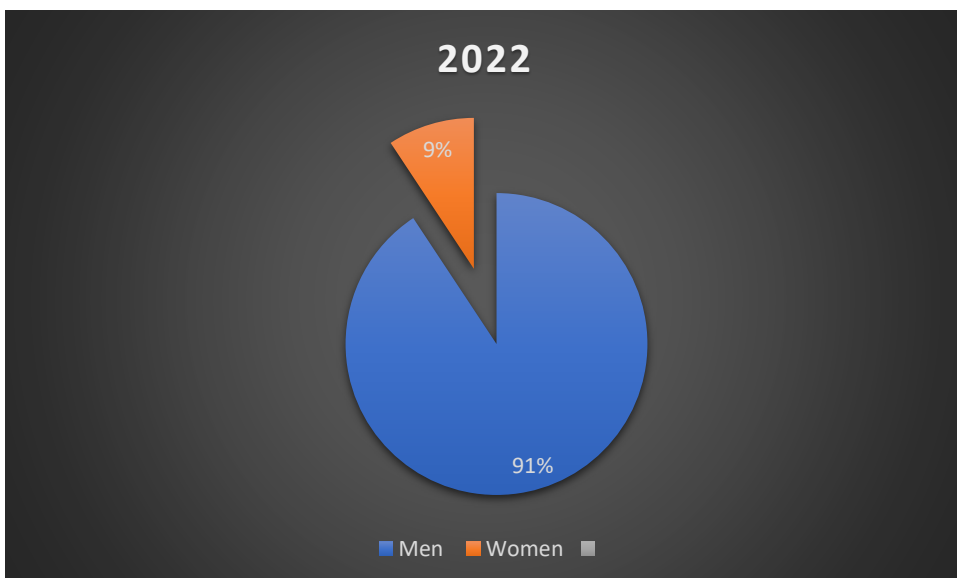
## Findings:

Compensation for employees is determined based on their role within the team and their performance in that role. However, certain external factors may impact employee remuneration, these factors are largely depending where employees are assigned to and can include pay differences based on the location of the client or worksite, previous TUPE entitlements, and national living wage values on certain contracts

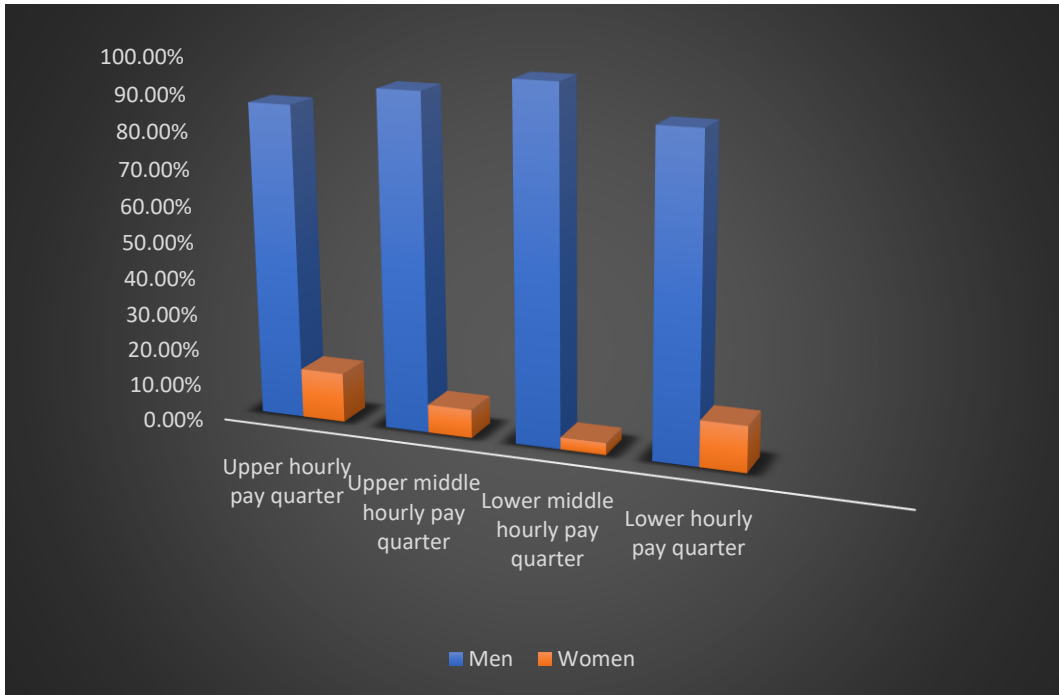
At MPD FM Ltd, Men and women receiving equal pay for equal work. MPD FM Ltd has a Gender Pay Gap, as males are overrepresented in the highest pay quartiles compared to females. This is entirely due to the male-dominated nature of the security market and its senior leadership.

## Gender Breakdown

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



## Pay Distribution



### Percentage of Men and Women in Each Hourly Pay Quarter:

The data shows that there is a significant difference in the percentage of men and women in each hourly pay quarter. In the upper hourly pay quarter, 86.4% of employees are men, while only 13.6% are women. In the upper middle hourly pay quarter, 92.2% of employees are men, and only 7.8% are women. In the lower middle hourly pay quarter, 96.7% of employees are men, and only 3.3% are women. In the lower hourly pay quarter, 87.4% of employees are men, while only 12.6% are women.

### Mean and Median Gender Pay Gap using Hourly Pay:

The data shows that the mean gender pay gap using hourly pay is 4.2%, indicating that men are paid, on average, 4.2% more than women. However, the median gender pay gap using hourly pay is -2.8%, indicating that women are paid, on average, 2.8% more than men.

### Percentage of Men and Women Who Received Bonus Pay:

According to the data, no employees, either men or women, received bonus pay.

### Mean and Median Gender Pay Gap using Bonus Pay:

Since no employees received bonus pay, we cannot calculate the mean and median gender pay gap using bonus pay.