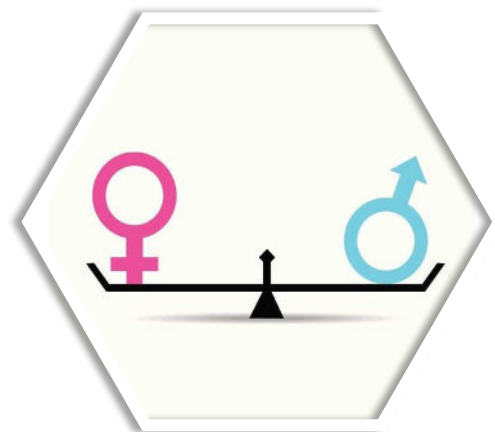




Gender Pay Gap Report

Mawdsley-Brooks & Co. Ltd.

2021-2022 Reporting Year





A Word from our CEO

At Mawdsleys, we believe that a diverse team creates a stronger culture and drives better results. One of our core values is collaboration, and we know that we can take advantage of our differences to enhance this, creating an environment where our employees feel valued. Our Gender Pay Gap Report allows us to understand where we are and where our focus should be in the future.



The results of our Employee Feedback Survey were clear that employees believe that equal opportunities exist for all employees irrespective of their sex, age, sexuality, marital status, race, religion or disability. But we know there is still more to be done. We will, for the first time, start to collect equal opportunities data about our employees to give us another insight into our diversity, and we have recently carried out Equality & Diversity training to reinforce our message.

Our gender pay gap is lower than national average, but we know there is still more to be done. We know that we have talented female employees, but we also know that we need more women at senior levels. We have recently added three women to our Executive Team, and our recently launched development programme for future leaders has seen a more gender diverse cohort than our existing leadership team. I am looking forward to finding new ways to close the gap.

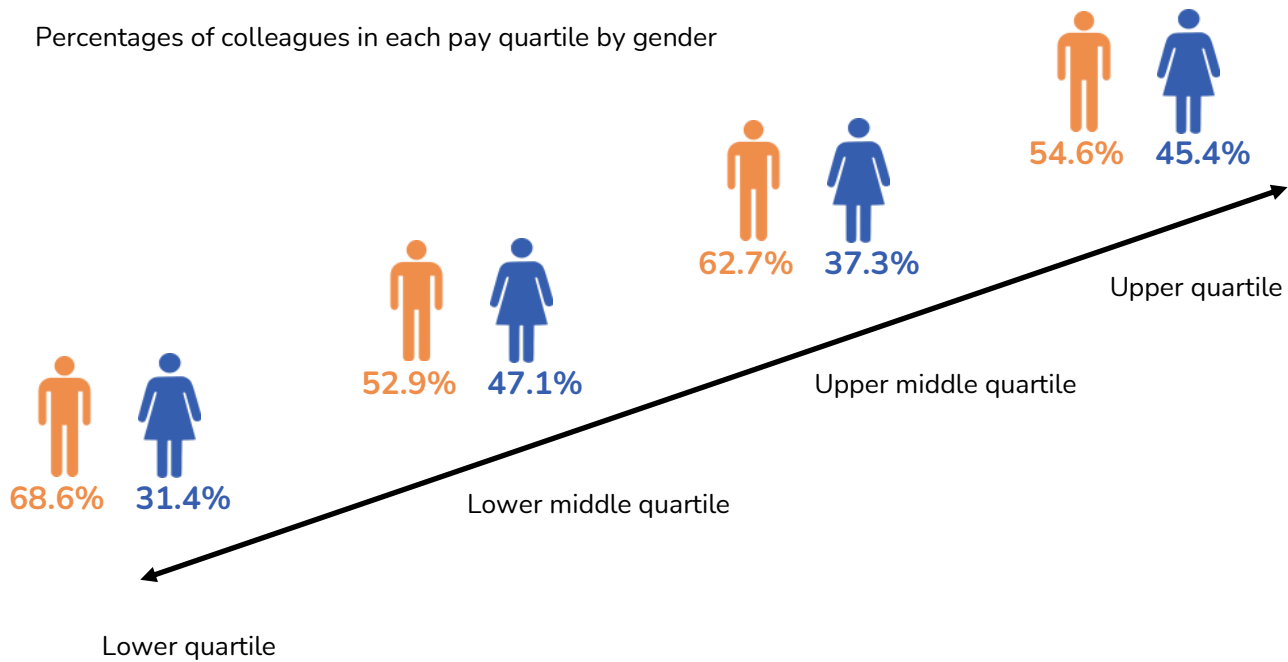
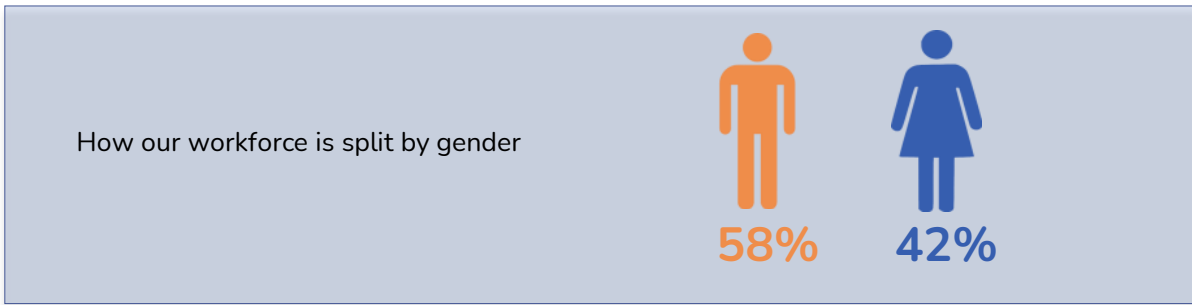
We are fully committed to ensure fairness in pay, progression, and the overall employee experience, regardless of gender. We recognise that there is no one way to make this happen overnight, but I am personally committed to taking whatever action is needed to achieve this.

All figures in the report are accurate as at the snapshot date.

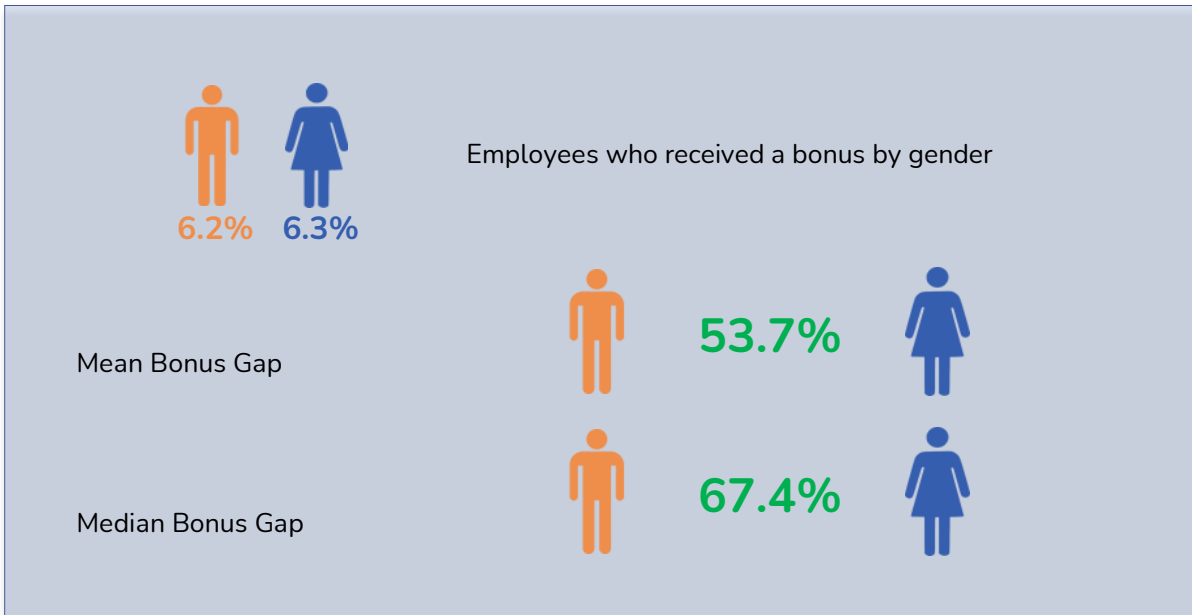
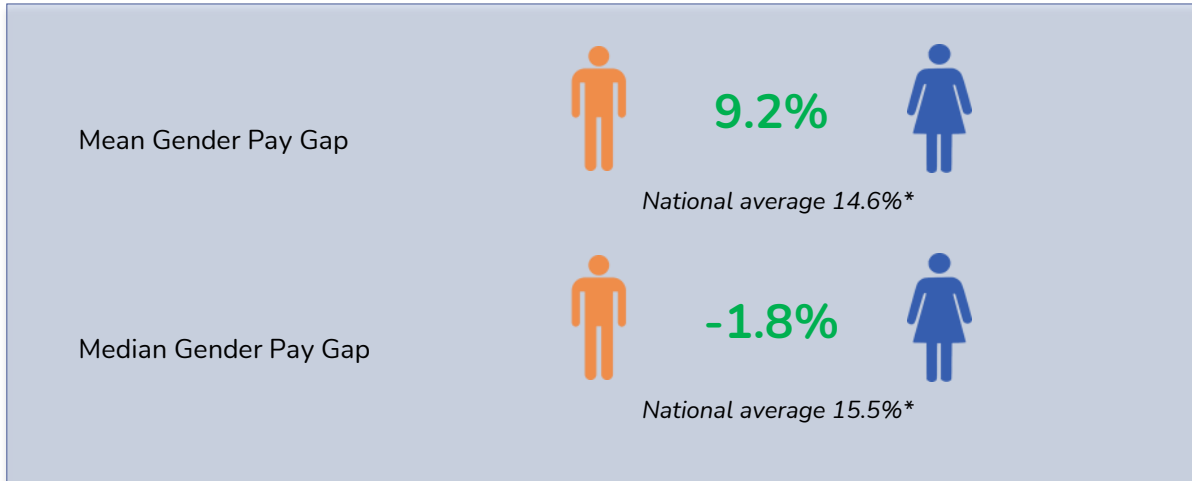
A handwritten signature in black ink that reads 'W Sanders'.

William Sanders
Group Chief Executive Officer

2021 Results



2021 Results



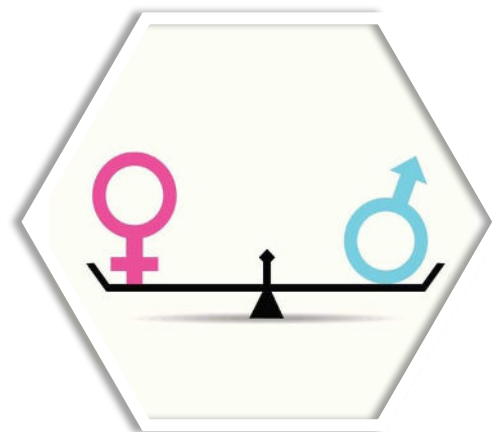
* Office of National Statistics Annual Survey of Hours and Earnings 2020



Gender Pay Gap Report

Mawdsley-Brooks & Co. Ltd.

2020-2021 Reporting Year





A Word from our CEO

Our Gender Pay Gap Report gives us the opportunity to review where we are and what we need to change or do differently to address any identified gap.

We employ more men than women, but in an industry that attracts fewer female workers, we are proud that we buck the trend with a workforce of 44% female workers. There is roughly the same proportion of men and women in each pay quartile. I am pleased to see that our gender pay gap is lower than the national average. The median pay gap is way below average figures, at only 0.4%.



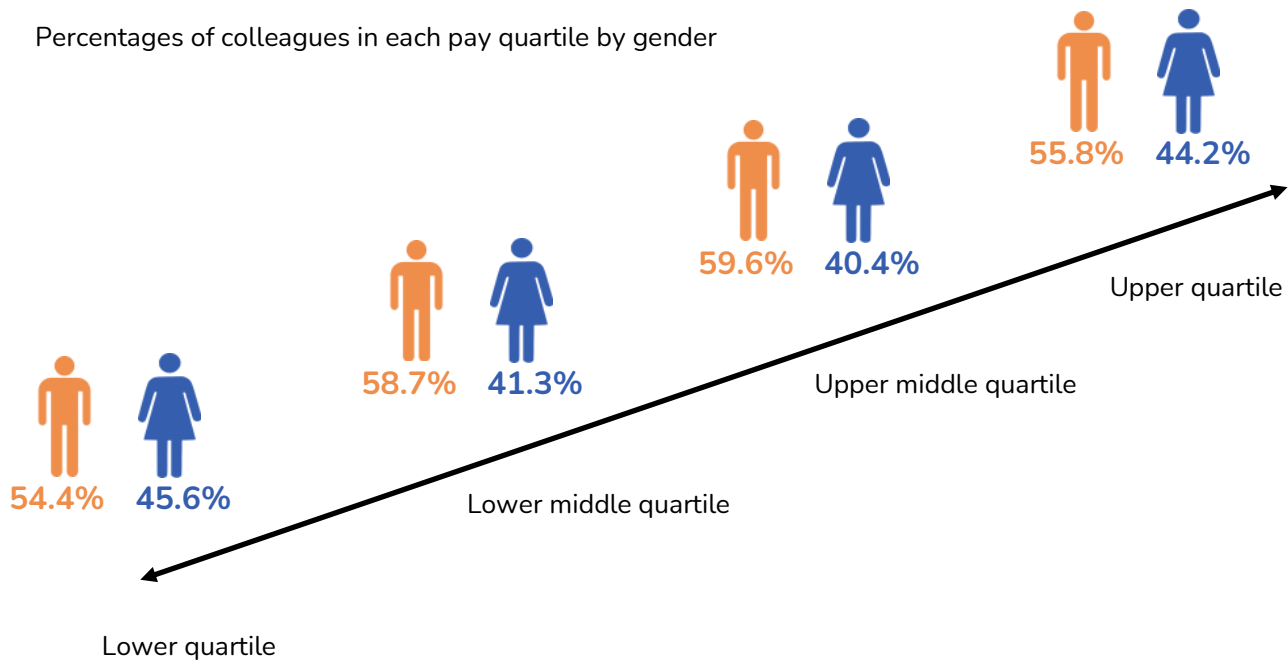
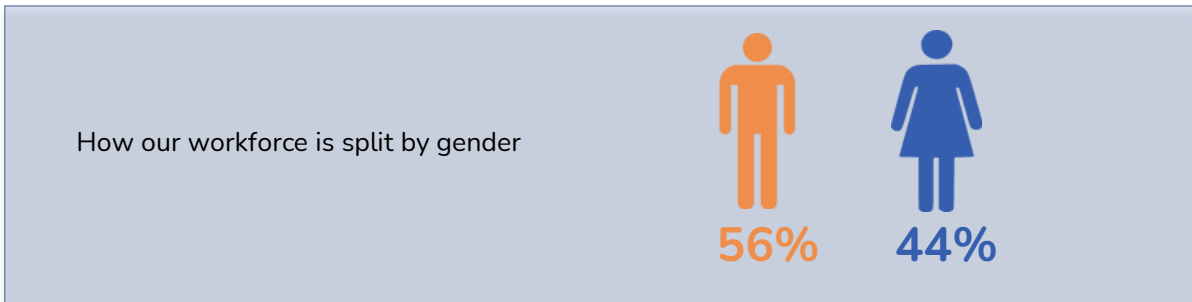
We are committed to continuing this trend, and ensuring all employees enjoy fairness in pay, training, and career development.

All figures in the report are accurate as at the snapshot date.

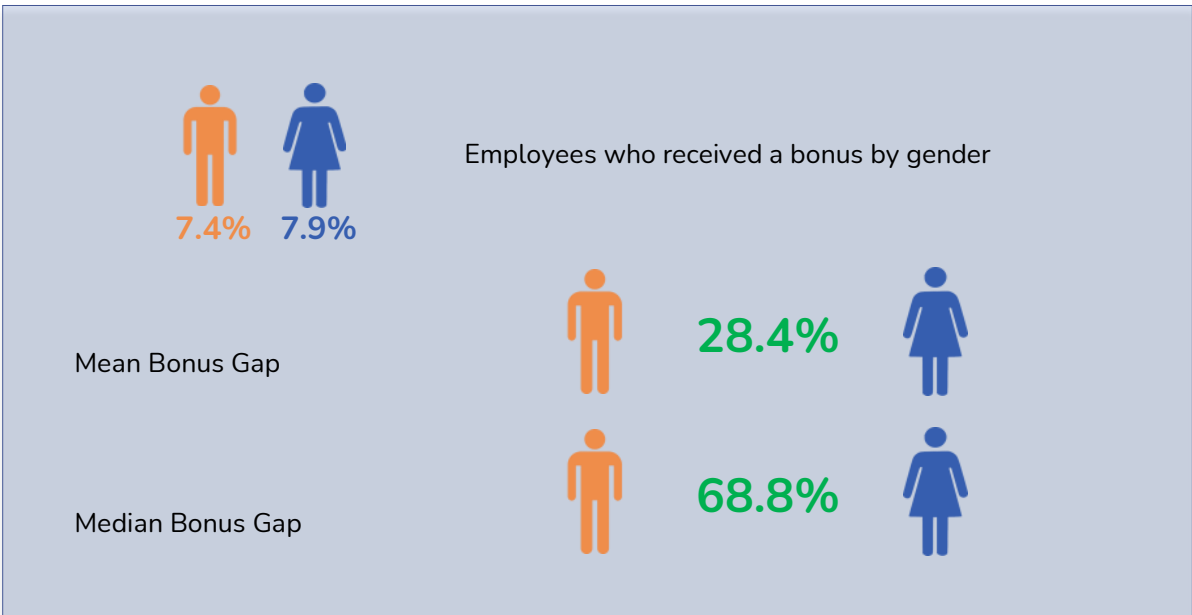
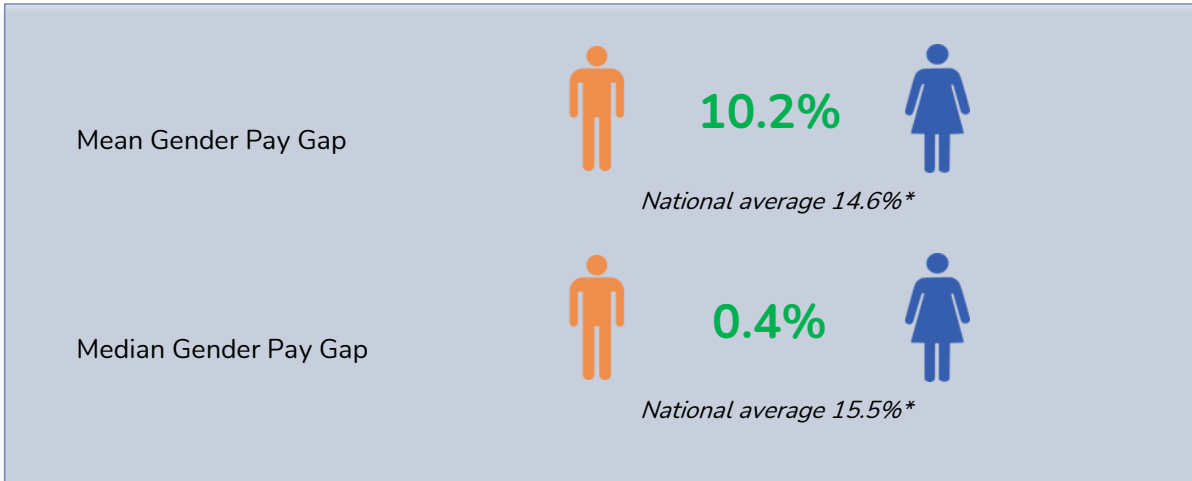
A handwritten signature in black ink that reads 'W Sanders'.

William Sanders
Group Chief Executive Officer

2020 Results



2020 Results



* Office of National Statistics Annual Survey of Hours and Earnings 2020