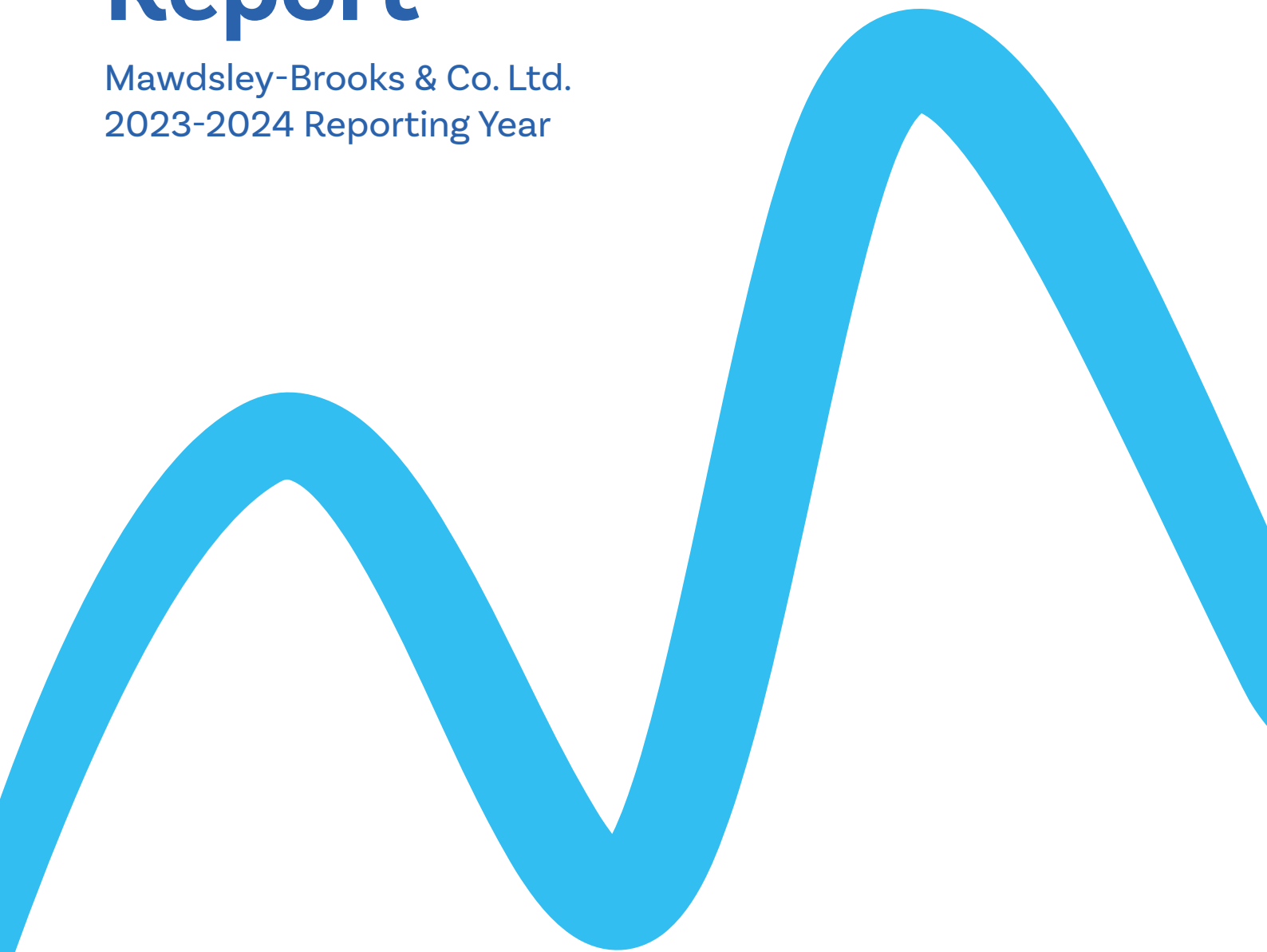


# Gender Pay Gap Report

Mawdsley-Brooks & Co. Ltd.  
2023-2024 Reporting Year



# A Word from our CEO

As a family-owned business, Mawdsleys is keen to maintain an environment where our employees feel valued and part of a team. We are stronger when we embrace our diversity, and I am proud that we continue to promote gender equality.

We have continued to maintain a lower-than-average gender pay gap and our negative median gap demonstrates the focus this continues to receive.

This year, we have rolled out a new rewards package for all our employees and this included a full review of all our pay rates, realigning where necessary, and enhancements to our wellbeing and family friendly offerings including healthcare and maternity pay. Our recruitment practices are being overhauled to ensure that we avoid inadvertent bias in selection, and our ESG (Environmental, Social, and Governance) efforts have already seen strides in raising awareness of topics such as men's mental health and effects of the menopause.

As ever, there is no quick-fix when it comes to equality, but we remain fully committed to fairness in all aspects of the employee journey, regardless of gender.

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



**William Sanders**  
Group Chief Executive Officer

# 2023 Results

## How our workforce is split by gender



57%



43%

## Percentages of colleagues in each pay quartile by gender



63.5%

Upper quartile



36.5%



49.7%

Upper middle quartile



50.3%



53.3%

Lower middle quartile



46.7%



60.9%

Lower quartile



39.1%

# 2023 Results

## Mean Gender Pay Gap



10.2%

National average 14.6%\*

## Median Gender Pay Gap



-1.5%

National average 14.3%\*

\* Office of National Statistics Annual Survey of Hours and Earnings 2023

## Employees who received a bonus by gender



80.3%



86.3%

## Mean Gender Pay Gap



33.6%

## Median Gender Pay Gap



0%