

Gender Pay Gap Report M J Allen Group of Companies
As of snapshot date 5th April 2018

		Group	
Mean Gender Pay Gap	the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees	24.06%	
Median Gender Pay Gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees	24.73%	
Mean Bonus Gap	the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees	97.78%	
Median Bonus Gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	83.97%	
		<u>Male</u>	<u>Female</u>
Bonus Proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	50%	10.52%

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Quartile Pay Bands

Lower Quartile

Female 57.70%
Male 42.29%

Lower Middle Quartile

Female 45.50%
Male 54.48%

Upper Middle Quartile

Female 22.00%
Male 78.00%

Upper Quartile

Female 23.00%
Male 77.00%