

## MAC 2023 Gender Pay Gap Report

### Introduction

In 2018 the UK government made it a legal requirement of UK businesses to disclose and publish their gender pay gap. As MAC has now exceeded the threshold of 250 employees, we have collated the relevant data and prepared our first gender pay report.

The following report is based on figures taken on the snapshot date of 5<sup>th</sup> April 2022, and includes the following metrics:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap for hourly pay
- median gender pay gap for hourly pay

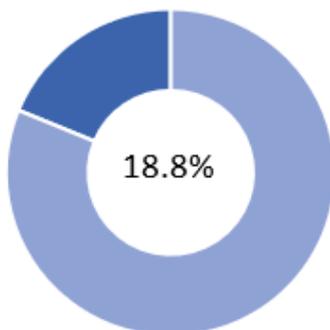
The government also requires us to publish the above data in relation to bonus information. As MAC does not currently have a bonus scheme in place, we have not published any data in relation to this.

### Gender Pay vs Equal Pay

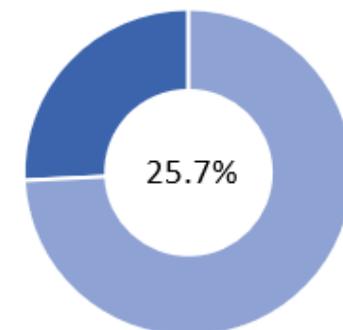
Gender pay differs from equal pay. Equal pay deals with pay differences between men and women who carry out the same or similar jobs or work of equal value. Gender pay analyses the difference in the average pay between men and women across the organisation, regardless of the jobs they do. Therefore, it is important to note that a gender pay gap can exist without any equal pay provisions being breached.

### Statistics

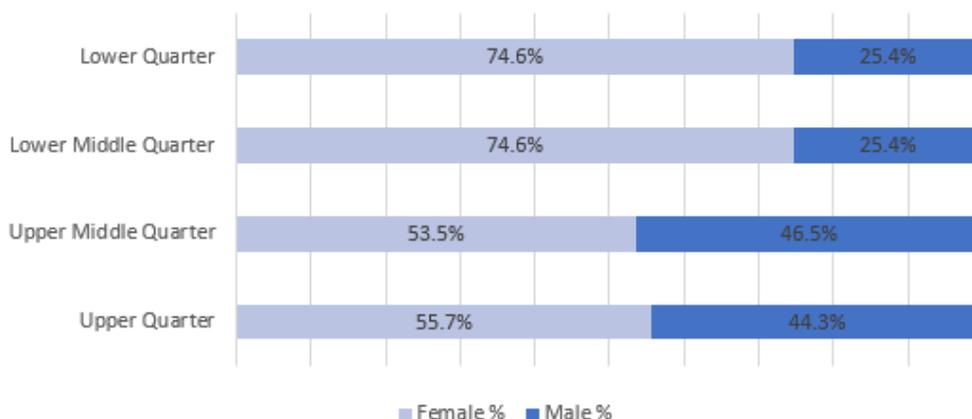
Mean Gender Pay Gap



Median Gender Pay Gap



Employee Split Within Each Quartile



## **Understanding our Gender Pay Gap**

The data shows that our gender pay gap is 18.8%. This means that on average, when looking at total pay for the Company, men's average pay is 18.8% more than women's. Similarly, our median pay gap is 25.7%, meaning that the mid point of men's pay in MAC is 25.7% higher than the midpoint of women's pay.

MAC is a female dominated company, with women making up over 65% of the company's workforce and being the dominant sex in all quartiles. Although women do make up the majority of the workforce, they significantly outnumber the men in the lower quartiles, meaning that when we look at the average and median pay, women's pay is heavily weighted towards the lower pay scales of the company, despite being well represented in all quarters.

## **What will we do to improve the gap?**

The majority of managers and senior leadership team at MAC are female. We also have a high percentage of employees at a lower level who are female along with most of our part time employees also being female and in more junior roles within the business. This is not an atypical pattern in the healthcare sector, with these lower and lower-middle quartile roles being attractive to women. MAC is looking to address the imbalance in roles at all levels of the company. Attracting more men into all levels, with an emphasis on the more junior entry level roles, is key to providing better balance across the workforce, whilst continuing to provide career progression and development for our female employees.

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

**Mark Dale**

Chief Executive Officer