

MAN Commercial Protection Limited Gender Pay Gap Reporting 2017

Following the introduction of new legislation, all UK employers with over 250 employees are required to publish their gender pay gap information on an annual basis.

At MAN Commercial Protection we strive for equality and welcome the opportunity to be visible with our information, and therefore support the government's initiative to have companies publish Gender pay statistics.

We recognise this is a step forward in legislating for equality, and we are committed to treating our people fairly and equally in all that we do and in particular promote opportunities for development.

We are confident that our gender pay gap is not caused by men and women being paid differently to undertake the same or similar duties, but is driven instead by the nature of our business and structure of our workforce; with roles naturally interesting specific audiences.

As of the snapshot date (5 April 2017) our mean and median gender pay gap based on hourly rates of pay shows women are paid higher than men but than men receive a higher bonus than women.

Mean Pay Gap (6.2)%	Median Pay Gap 0%
Mean Bonus Pay Gap 9.8%	Median Bonus Pay Gap 17.6%

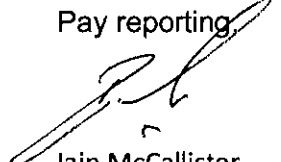
A bonus payment was received by 7% of females and 2% of males.

Quartile	Lower	Lower middle	Upper middle	Upper
Female	3.6%	10.8%	12.3%	11.9%
Male	96.4%	89.2%	87.7%	88.1%

We are pleased that our median pay gap of 0% confirms that we pay our men and women the same rate for the same role and this stands well below the national average, which is 18.4%, (as defined by HMRC). The quartile analysis shows that females represent a higher proportion of senior roles than less senior roles.

We are committed to consistently reviewing and addressing any imbalance we have within our business as we promote our culture and seek a workforce that represents the communities we operate in and the customers we serve.

I confirm that the data provided is accurate and meets the statutory requirements for Gender Pay reporting.



Iain McCallister
Managing Director