

MASS Gender Pay

We are publishing this information in line with legislation which requires companies with over 250 employees to publish their results on their websites by April 2023. We conducted our gender pay gap analysis on employment figures taken from April 2022.

MASS has one employing entity operating in the UK. There are 269 employees down 1% on 2021. Our demographics are split 81% male and 19% female.



Female 19% (50 employees)



Male 81% (219 employees)

Under the law, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

MASS is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). As such, we:

- carry out pay and benefits audits at regular intervals.
- provide training for all staff who are involved in pay reviews.
- evaluate job roles and pay grades as necessary to ensure a fair structure.
- pay banding structure for all roles.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within MASS and the salaries that these roles attract.

Historically, our industry has attracted more male than female employees and our current workforce reflects this trend with 81% males and 19% females.

Gender Pay

21%

Mean Gender
Pay Gap

28%

Median Gender
Pay Gap

43%

Mean Bonus
Pay Gap

17%

Median Bonus
Pay Gap

The calculations required by the gender pay gap legislation show MASS as having a mean gender pay gap of 21% and a median gender pay gap of 28%.

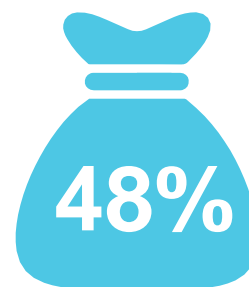
Our gender pay mean gap has remained stable, but our median gap has closed which is positive news. Our analysis shows that this is primarily the result of MASS introducing pay bands for all roles. Historically, our industry has attracted more male than female employees and our current workforce reflects this trend with 81% males and 19% females. MASS continues to benchmark roles and review on an annual basis.

Bonus

Looking at bonus pay the calculations show a mean bonus pay gap of 43% and a median bonus pay gap of 17%. This is due to the greater proportion of men in roles attracting a higher proportion of their pay package as performance related or bonus pay. Our results also show that we have a higher proportion of females receiving bonus than males this year.



Females receiving a bonus



Males receiving a bonus

Quartiles

The following table shows the workforce of MASS divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. Within MASS, 33% of the employees in Band A are women and 67% men. The percentage of male employees increases throughout the remaining Bands, from 83% in Band B to 86% in Band C and 89% in Band D which has a significant effect on our gender pay gap figures.

Proportion of males and females whose standard hourly rate of pay places them in each pay quartile:

Band	Males	Females
A - lower quartile	67%	33%
B	83%	17%
C	86%	14%
D - upper quartile	89%	11%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Michelle Lynch, Head of People and Talent, confirm that the information in this statement is accurate.

Signed:



Date: 22 March 2023