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As an employer of more than 250 people, Mander Portman Woodward Limited is required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5th April 2022.

Mean Gender Pay Gap	14.7%
Median Gender Pay Gap	7.0%
Mean Bonus Gender Pay Gap	74.9%
Median Bonus Gender Pay Gap	67.1%
% Females getting a Bonus	8.9%
% Males getting a Bonus	10.1%

Proportions in each Pay Quartile:

	Males	Females
Lower quartile	41.1%	58.9%
Lower middle quartile	53.9%	46.1%
Upper middle quartile	46.1%	53.9%
Upper quartile	69.7%	30.3%

I confirm that the information in this statement is accurate.

Samuel F. Feenan  
Director

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