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In 2017, the UK Government introduced a mandatory requirement for all organisations in the UK with 250 or more employees to report annually on their gender pay gap. The gender pay gap is a high-level snap-shot of pay within an organisation and is calculated as the difference between the average salary of all the men and the average salary of all the women in a workforce. The Government Regulations require the pay gap information to be reported in a particular way:

1. Mean gender pay gap – using employees ordinary pay incl bonus at snapshot date
2. Median gender pay gap - using employees ordinary pay incl bonus at snapshot date
3. Mean gender pay gap – Using bonus paid in the 12 months to snapshot date
4. Median gender pay gap - Using bonus paid in the 12 months to snapshot date
5. The proportion of male and female employees paid a bonus in 12 months to snapshot
6. Proportion of male and female employees in the lower, second, third and higher pay quartiles, using ordinary pay incl bonus at snapshot date

For the year to April 2024, MAP Group are required to report this data, and publish the findings by 4<sup>th</sup> April 2025. Below are our findings:

MAP Group uk Ltd are an equal opportunities employer and offer an internal tiered salary structure, irrespective of gender. Our operational personnel are almost exclusively male, although we do have female representation on the board of directors and also in management & administration positions. At the snapshot date for this report of 5<sup>th</sup> April 2024, 50 of our total 369 employees were female, equating to 13.5%.

**Data as at 5<sup>th</sup> April 2024:**

Mean gender pay gap 26.1% Male>Female  
Median gender pay gap 45.2% Male>Female  
Mean bonus pay gap -70.4% Male>Female  
Median bonus pay gap -20% Male>Female  
Proportion of employees receiving bonus 65.8% male 80% female

Quartile breakdown:

	Male (%)	Female (%)
Lower quartile	51.9	48.1
Lower Middle	96.3	3.7
Upper Middle	96.3	3.7
Upper quartile	97.5	2.5

Previous years reported data:

	2023	2022	2021	2020
Mean Gap	10.1%	17.4%	36.7%	27.9%
Median Gap	43.1%	43.4%	43.5%	44.8%
Mean Bonus Gap	-110.7%	-17.4%	70.5%	-160%
Median Bonus Gap	-50%	73.3%	94.4%	-195.6%
Prop receiving bonus (M/F)	51.3%/62.7%	35.9%/54.5%	16.2%/59.4%	12.8%/4.8%

Quartile Breakdown %:	2023	2022	2021	2020
Lower (M/F)	56.8/43.2	59.5/40.5	57.1/42.9	66.7/33.3
Lower Middle (M/F)	92.7/7.3	93.3/6.7	96.5/3.5	82.8/17.2
Upper Middle (M/F)	98.8/1.2	97.3/2.7	98.2/1.8	96.6/3.4
Upper (M/F)	97.6/2.4	98.6/1.4	98.2/1.8	93.3/6.7
Payroll M/F split %	12.8%	12.5%	11.1%	8.5%

MAP Group are committed to equal opportunities, and are constantly looking at new ways to incentivise staff. We operate different bonus schemes based on both performance & length of service. All employees are eligible for at least one of these schemes depending on their position/role within the organisation.

We as an organisation are committed to monitoring & improving our results, and ensuring that employees are given the opportunity to progress their careers regardless of gender.

I confirm that this statement is accurate to the best of my knowledge and belief.

Signed



M Carlin  
Director