

Statement

The MNA can confirm its gender pay gap results.

Under the UK Governments Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap.

MNA Gender Pay Gap results:

Parameter	Mean (average)
Female's hourly rate	3.80% lower
Female's bonus pay	37.43% higher

Proportion of males and females per pay quartile	Male	Female
Upper	63.00%	37.00%
Upper Middle	70.00%	30.00%
Lower Middle	70.00%	30.00%
Lower	57.00%	43.00%

The results uploaded to the gov.uk website show that female staff receive an hourly rate which is, on average, 3.80% lower than male staff. On average, bonus pay for female staff is 37.43% higher than for male colleagues.

Overall, the percentage gap in mean hourly rate has reduced by more than 9.0% compared and to the previous snapshot.

The MNA continues to promote equality and inclusion and remains committed to reducing the gender pay gap.

To see the MNA's GOV.UK website statement [click here](#)

I can confirm that our data is accurate.



Graeme Clifford
Print Managing Director