

MBNL



Gender Pay Report

MBNL 2021

MBNL is unique, we have an agile and open culture where we embrace equality, diversity and inclusion. People are at the heart of everything we do and collectively we strive to create an environment where everyone can flourish. With a strong focus on inclusivity, we champion each other's uniqueness, working towards a fair and progressive future for everyone.

We don't shy away from challenges and actively change things for the better. Our D&I group work right across the business to ensure everyone feels embraced, supported and challenged as part of their experience of working at MBNL.

To support our D&I drive towards equality, we've been analysing our gender pay gap at MBNL, to really understand what creates it, and what it means for our people and our organisation. We can see our key challenge: we're a technology business, and women are under-represented in technology generally. This is reflected in the profile of our organisation – our technical teams have fewer women overall, and senior technical roles fewer still. Whereas our support functions have an equal split across all levels. We're working with our teams across the business to address this. Change like this doesn't happen quickly, and we're committed to driving these improvements over the course of several years.

This is our first published report and I'm pleased to share it with you. It highlights some of the excellent initiatives we're working on at MBNL to help drive gender pay equality, and I'm looking forward to sharing more of these with you in next year's report.



Gervase King
Managing Director



Statutory declaration: I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Calculating our gender pay gap

The gender pay gap is used to show the difference in pay between men and women, across the organisation. The figure is always expressed as a percentage of men's pay.

The gender pay gap doesn't consider the type of role or level of work that is carried out, nor does it look at equal pay - which is about women and men being paid equally for similar jobs or work of equal value.

Calculating the median gap

To demonstrate how to calculate the median rate of pay, we could put the hourly rate of pay of each of our women in a line, with the lowest hourly rate of pay to the left, and the highest hourly rate of pay to the right. The median would be the hourly rate in the middle of this range.

We'd repeat this for our men, and again the median would be the hourly rate of pay in the middle of this range.

The median gender pay gap would be the difference between the women's and men's median hourly rate of pay.

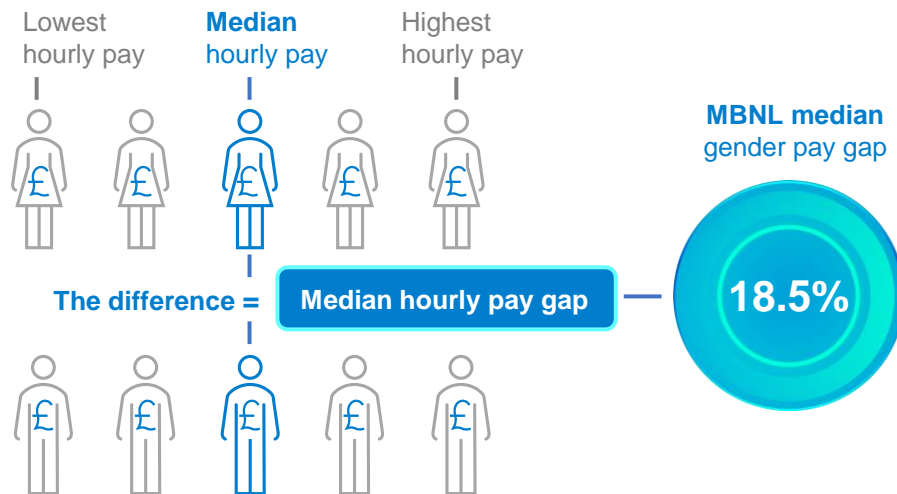
Calculating the mean gap

The mean is the measurement more traditionally used to calculate an average.

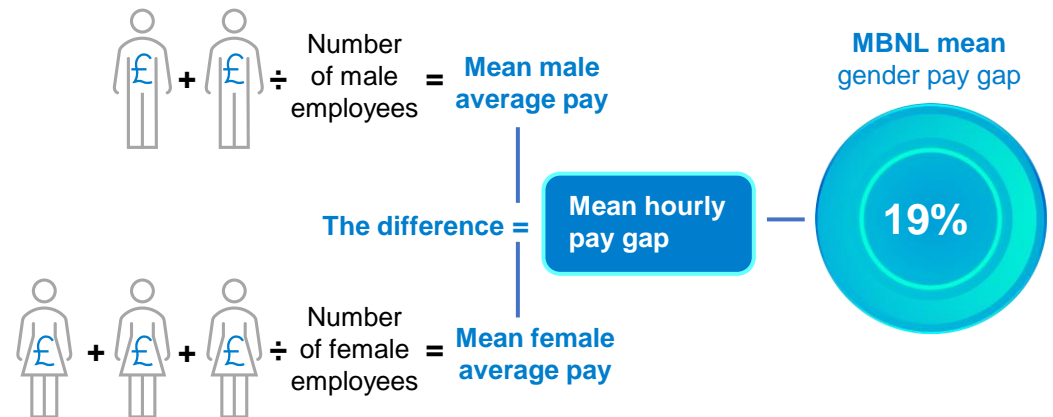
To calculate the mean rate of pay for women, you'd add up the hourly rate of pay of all of the women in the organisation, and divide this figure by the total number of women.

We'd repeat this for our men, and this would give us the mean hourly rate of pay for men in the organisation.

The mean gender pay gap would be the difference between the women's and men's mean hourly rate of pay.



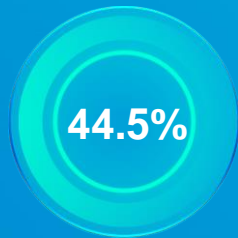
How we calculate the mean difference



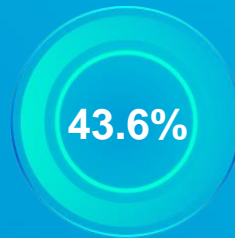
Headline numbers from the basic calculations

▪ Bonus gender pay gap

Mean bonus gender pay gap



Median bonus gender pay gap



Proportion of males/females receiving bonus



As shown below, we have more men than women in our more senior roles, which have a higher bonus percentage. All employees of the same grade have the same bonus percentage eligibility.

▪ Proportion of males/females in quartile bands (salary)

Quartile 1
(lowest paid)

Women
55%
Men
45%



Quartile 2

Women
23%
Men
77%



Quartile 3

Women
28%
Men
72%



Quartile 4
(highest paid)

Women
16%
Men
84%



We have more women than men in our junior roles, and fewer women in our more senior roles.

Our current commitments:

MBNL nurtures an environment where flexible, outcome-based and agile working is the norm. This is being enhanced with our new hybrid working model launching in autumn 2021. This means our people are enabled to deliver the best business outcomes they can, in tandem with the right work life balance for them. This supports all of our individual needs, including childcare, caring responsibilities, and managing long term health conditions.

We measure performance on delivery of outcomes, not by hours worked. We know many of our people have responsibilities outside of work and we keep the focus on what you do, not on burning the midnight oil. This means we're fairly assessing the achievements of all, whether it's in our end of year performance cycle, or for development or promotion opportunities.

We ensure we have diverse representation in as many of our interview panels as we possibly can. We provide an opportunity for candidates to meet with our Diversity & Inclusion team before accepting an offer of employment to help answer any questions candidates may have. This provides a richer understanding of how people experience diversity while working at MBNL

Our future commitments:

In 2021 we are launching a 'Return to Work' programme to help women with their transition back to work following maternity leave – this helps our people plan their careers with MBNL and helps us retain top talent within our business. The programme includes enhanced payments, a phased-hours return, and includes a personalised coaching and mentoring programme to drive future career development.

We are committed to working with our colleagues to further understand the demographics we have, and what's important to each and every one of us. We recognise that all of our future diversity & inclusion work needs to be based on evidence and that our colleagues voices are heard.

