

The gap in pay between men and women at Manton Wood Limited was as follows:
Hourly Pay:

- **Median 2%**
- **Mean 3%**

(The UK aggregate median gender pay gap is 13.1% and UK aggregate mean gender pay gap is 13.8%. Source: Office of National Statistics – 2024)

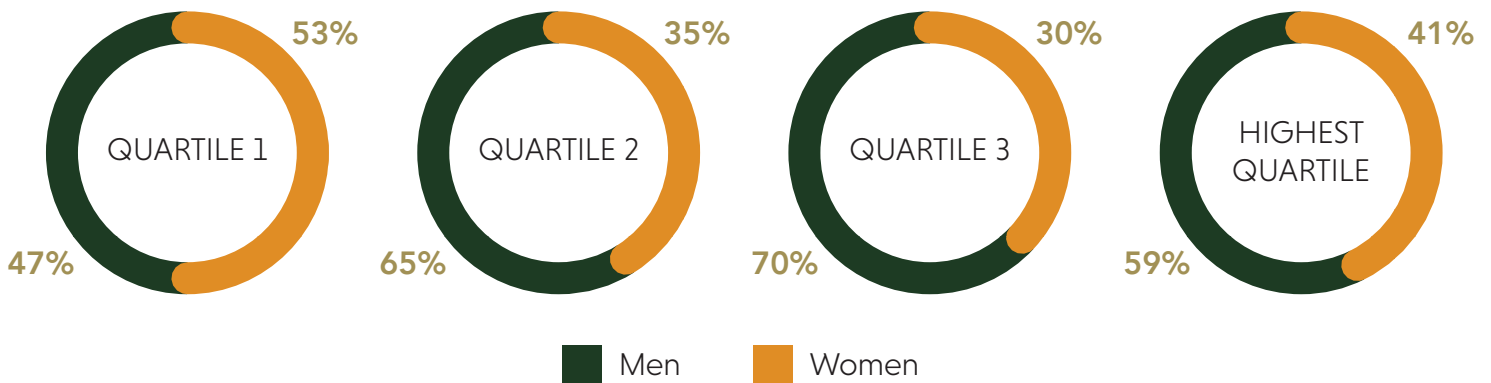
Bonus paid:

- **Median 16%**
- **Mean 18%**

Proportion of colleagues receiving a bonus:

- **Male 78%**
- **Female 82%**

Gender distribution by pay quartile



The data illustrates the mean and median hourly gender pay gap, at the snapshot date of 5th April 2024. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2026.



Joanne Werth
Group People Director
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