



Mission Mars Limited Gender Pay Gap Report – 5 April 2024

At Mission Mars Limited, we are committed to being an inclusive and equitable workplace. This report presents our gender pay gap data as of 5 April 2024 and outlines our ongoing initiatives to promote gender equality within our organization.

WHAT IS THE ‘MEAN’ GENDER PAY GAP?

The mean or average gender pay gap is the difference in the average hourly rate of pay between females and males across the whole organization.

WHAT IS THE ‘MEDIAN’ GENDER PAY GAP?

The median gender pay gap compares the mid-point in the range of all hourly rates for females with the same for males.

HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

We have used the calculations which are set out in the gender pay gap reporting regulations. We have used data from over 1,295 employees, in a variety of roles, in our trading venues and at head office.

Gender Pay Gap Overview

- Median Hourly Pay: Women earn £0.93 for every £1 earned by men, reflecting a median hourly pay that is 6.8% lower than men's (0.8% improvement YoY)
- Mean Hourly Pay: On average, women's hourly pay is 11.0% less than men's (2.5% Improvement YoY).

Pay Quartiles

Quartile	2024 Women	2024 Men
Quartile 1 (Highest)	24%	76%
Quartile 2	45%	55%
Quartile 3	52%	48%
Quartile 4 (Lowest)	58%	42%



Bonus Payments

- In 2024, 89% of women and 78% of men received a bonus.

Analysis and Initiatives

Our data indicates a higher concentration of men in the upper pay quartile and a predominance of women in the lower quartile. This distribution contributes to our gender pay gap. To address this imbalance, we have implemented the following strategies:

1. **Career Development Programs:** We are enhancing our mentorship and leadership training programs to support women's progression into higher-paying roles within the company.
2. **Regular Pay Reviews:** We conduct regular pay reviews to ensure that compensation is equitable and based on role responsibilities and individual performance, not gender.

Industry Context

The gender pay gap remains a significant issue within the UK hospitality sector. Recent reports indicate that the average mean gender pay gap in hospitality has increased, underscoring the need for continued efforts across the industry to address gender disparities.

Conclusion

Mission Mars Limited is dedicated to creating a workplace where all employees have equal opportunities to thrive. We acknowledge the need for continuous efforts to close the gender pay gap and are committed to implementing effective measures to achieve gender parity within our organization.

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.