



## Mission Mars Limited Gender Pay Gap Report – 5 April 2025

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 2025 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 1,600 employees, in a variety of roles, in our trading venues and at head office.

### Gender Pay Gap Overview

- Median Hourly Pay: Women earn £0.94 for every £1 earned by men, reflecting a median hourly pay that is 6.0% lower than men’s, a 0.8% improvement from 2024.
- Mean Hourly Pay: On average, women's hourly pay is 6.7% less than men's, a 3.3% Improvement from 2024.

|                      | <i>Women</i> | <i>Men</i> |
|----------------------|--------------|------------|
| Quartile 1 (Highest) | 34%          | 66%        |
| Quartile 2           | 41%          | 59%        |
| Quartile 3           | 52%          | 48%        |
| Quartile 4 (lowest)  | 55%          | 45%        |



## **Bonus Payments**

- In 2025, 98% of women and 99% of men received a bonus.
- In 2025, the mean bonus for men was 29% higher than for women.
- In 2025, the median bonus for men was 35% higher than for women.

## **Analysis and Initiatives**

Our data indicates a higher concentration of men in the upper pay quartile; however, this has decreased by 10% showing progress over the last year of females in the upper quartile. Furthermore, the data shows a predominance of women in the lower quartile. This figure has been reduced by 3% from last year.

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.\*

