



**Gender Pay
Report 2023**



Executive Summary

The corporate mission of the MD Group of companies is to be the most innovative, flexible and customer focused warranty provider, and surveying network. This is driven by a highly motivated, skilled and efficient workforce, regardless of gender.

Gender pay is different to equal pay. The MD Group of companies is, and will continue to be, an equal opportunities employer and we are confident that both men and woman are paid fairly and equally. Regardless of gender, staff will be paid at the correct market rate, based on similar roles, required qualifications, level of experience and location. The Group uses a structured pay range framework for each role and employees are 'slotted in' the framework based upon their previous experience and qualifications relevant to the role.

The MD Group of companies has female employees at all levels of the business including professional, management, senior management and board. Pay gaps within the Group reflect the makeup of our employees; which is due in part to a larger proportion of male employees in the Group who are qualified Building Surveyors. This field of expertise and qualification is at present suffering a lack of newly qualified workers and a historically low level of qualified women choosing to enter this particular field.

Construction News states that Office for National Statistics (ONS) data reveals that over the last decade the percentage of women taking up skilled trades and senior positions in the constructions firms has barely changed. Only a 0.7 % increase. In total 13% of the construction industry in the UK is made up of women according to the ONS. This figure has not changed over 20 years.

Business Leader reports that the UK has a lower proportion on female engineers than Europe and that only 14% of entrants into engineering based courses are women. On average women construction workers in the UK earn 38% less than men with only 14% executive roles being filled by women.

The MD Group of companies Remuneration Committee will continue to review salaries to monitor the administration of fairness and equality across all roles



Introduction

The MD Group of Companies

The MD Group is a brand encompassing a number of companies who work together to provide latent defects insurance (more commonly known as a structural warranty), Building Control and other insurance schemes to support the construction industry across the UK and in Europe. The Group has covered over £82 billion of property over the last 25 years and is firmly established as one of the industry's leading providers.

It currently employs more than 450 staff in the UK and is made up of the following companies:

MD Insurance Services Limited (MDIS)

A Managing General Agent (MGA) backed by a panel of 'A' rated insurers, including HSB, AXA and certain underwriters at Lloyd's, which provides latent defects insurance. MDIS is regulated by the Financial Conduct Authority.

MD Warranty Inspection Services Limited (MDWIS)

The group Surveying Network where the team is responsible for inspecting and managing construction risk for all sites registered.

MD Warranty Support Services Limited (MDWSS)

A registered Approved Inspector, MDWSS is responsible for providing technical guidance, support and training to the group as well as providing an audit function for MDWIS.

MD Technical Surveyors Limited (MDTS)

A Building Surveying consultancy, providing nationwide services through a comprehensive range of professional services in-house to the claims department of a latent defect insurance managing general agent. MDTS uses a team of directly employed, experienced Chartered Building Engineers.

MD Remedial Contractors Limited (MDRC)

MDRC is a Remedial Works Contractor. MDRC take control of everything from the initial scope of works, tendering, quality of work, programming, Health & Safety and Project Management.



Gender Pay Gap Reporting Requirements

From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish the following six types of figures annually on their own website and on a government website:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

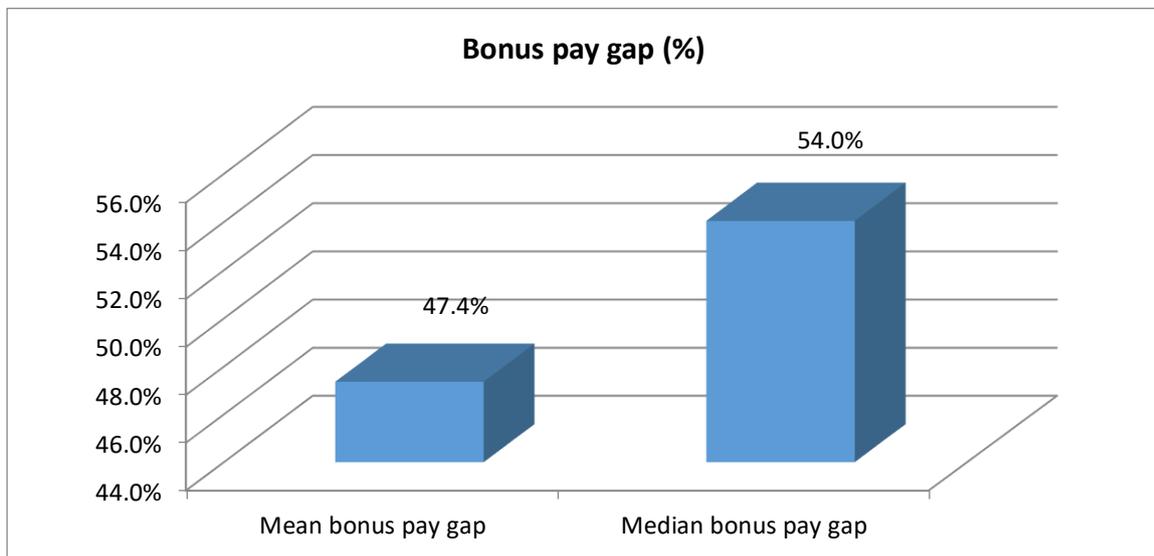
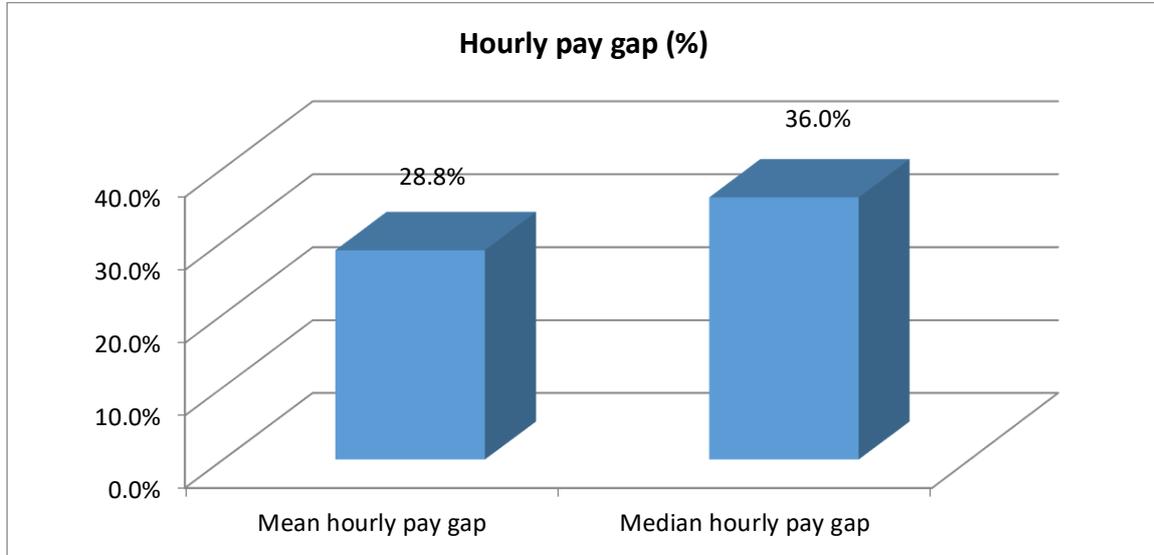
This report contains the above information for the MD Group of Companies.



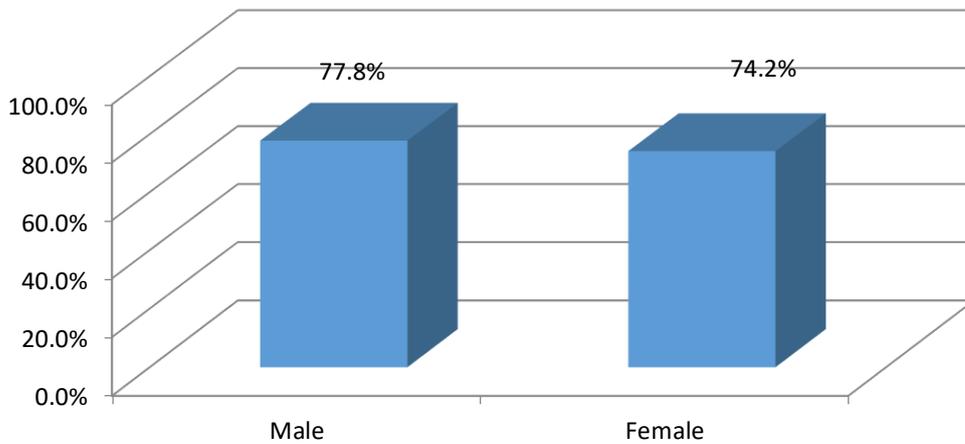
Understanding the Gender Pay Gap

The MD Group of companies Gender Pay Gap Analysis shows the difference between the average earnings of men and women. It is worth noting that gender pay is different to equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. The MD Group of companies is, and will continue to be, an equal opportunities employer and is confident that both men and woman are paid equally and at the market rate, based on similar roles, level of experience and location.

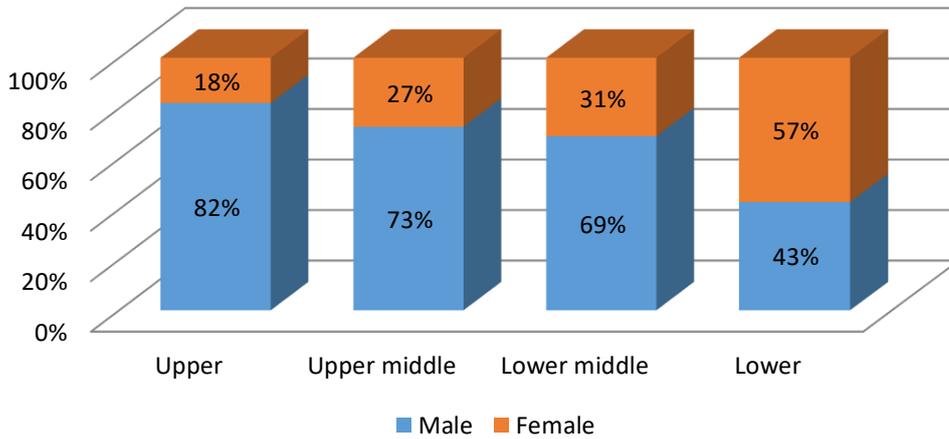
A large proportion of the Mean and Median Pay Gap is as a result of the difference between qualifications, skills and experience of the employee population, split between men and women. Of the employee population circa 63.1% are male employees who have a relevant qualification required to undertake their role. On the same basis circa 16.3% of female employees have a relevant qualification required to undertake their role.



Proportion of Male and Female employees receiving Bonus (%)



Hourly Pay Quartiles



Future Plans

Although the Gender Pay Gap analysis shows male employees to be higher paid, as noted, this is the result of a greater propensity of men in surveying /engineering roles where fewer females are entering this profession.

Where male and female colleagues undertake a similar role, in a similar location, research and findings show that the MD Group of companies pays on an equal basis.

As noted above, the Gender Pay Gap variance is as a result of a higher proportion of male staff undertaking surveyor roles that require professional qualifications and several years of experience.

The MD Group of companies is, and will continue to be, an equal opportunities employer ensuring that all employees are in receipt of a market rate applicable to their role. Our Remuneration Committee will continue to review salaries and benefits to monitor the administration of fairness and equality across all roles.

Summary Table

MD Insurance Services Limited			
Mean hourly pay gap	28.8%	Median hourly pay gap	36.0%
Mean bonus pay gap	47.4%	Median bonus pay gap	54.0%
Proportion of male employees who received bonus pay			77.8%
Proportion of female employees who received bonus pay			74.2%
Hourly Pay Quartiles	Male	Female	
Upper	82.1%	17.9%	
Upper middle	72.7%	27.3%	
Lower middle	68.9%	31.1%	
Lower	42.9%	57.1%	

Declaration

We confirm that our data is accurate and has been calculated according to the Requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jacqueline Goodman, MD Insurance Services Ltd Managing Director