

Statement

The MNA can confirm its gender pay gap results.

Under the UK Governments Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap.

MNA Gender Pay Gap results:

Parameter	Mean (average)
Female's hourly rate	12.51% lower
Female's bonus pay	58.27% lower

Proportion of males and females per pay quartile	Male	Female
Upper	72.00%	28.00%
Upper Middle	58.00%	42.00%
Lower Middle	68.00%	32.00%
Lower	48.00%	52.00%

The results uploaded to the gov.uk website show that female staff receive an hourly rate which is, on average, 12.51% lower than male staff.

The MNA continues to promote equality and inclusion and remains committed to reducing the gender pay gap.

To see the MNA's GOV.UK website statement [click here](#)

I can confirm that our data is accurate.



Graeme Clifford
Print Managing Director