



GENDER PAY

Report 2019

Driving equality in the workplace



March 2019

Executive Summary

The corporate mission of the MDIS Group 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 MDIS Group 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 MDIS Group 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.

Go Construct (Mar '19) reports that 37% of new entrants into the construction industry, that came from higher education, are women. 14% of construction industry professionals are woman (up from 11% reported in the Guardian '15) and misconceptions about gender specific roles are gradually diminishing with the growing number of women choosing a career in construction.

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

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Introduction

The MDIS Group

The MDIS Group provides 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 20 years and is firmly established as one of the industry's leading providers.

It currently employs more than 450 staff across the Group in the UK, Ireland and Cyprus 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 Aviva, AmTrust Europe, 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 Affinity Schemes Limited

MDASL provides warranty backing for a range of construction related member organisations. These include the Association of Specialist Underpinning Contractors (ASUC) and Solid Wall Insulation Guarantee Agency (SWIGA). MDASL is regulated by the Financial Conduct Authority.



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.



MDIS (International) Limited

We are committed to expanding our business and identifying insurance opportunities in new territories across the globe. These operate from the United Kingdom via our Overseas Branches under MDIS (International) Limited which is regulated by the Financial Conduct Authority, via FCA pass-porting rights.

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 MDIS Group.

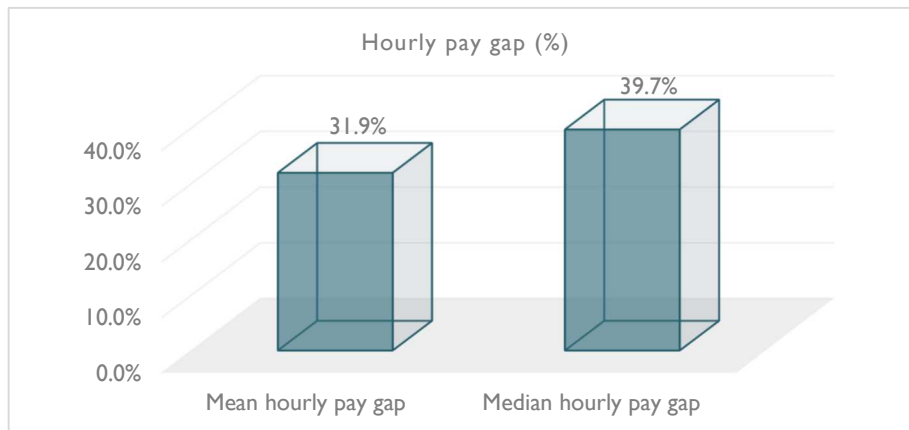
Understanding the Gender Pay Gap

The MDIS Group 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 MDIS Group 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 40% are male employees who have a relevant qualification required to undertake their role. On the same basis 6% of female employees have a relevant qualification required to undertake their role.

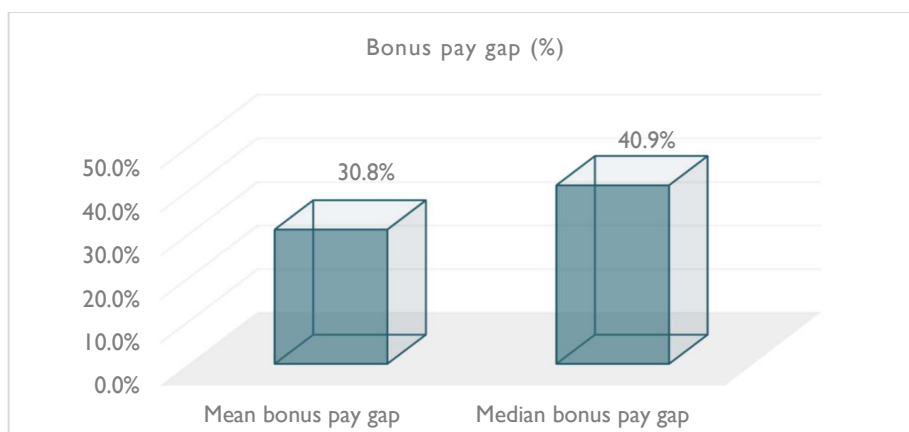
The difference in the proportion of male and female employees receiving a Bonus is partially as a result of the start and exit dates, where an employee has left employment with the MDIS Group. Fewer male employees started within the year and fewer left, as a proportion of the total male population. Employees need to have worked for the company for a minimum of one year in order to be eligible for the Company Bonus scheme and as a result, a higher proportion of male employees were eligible.

Gender Pay Gap Analysis



Hourly pay gap rate as a mean average. This is a comparison of the average hourly rate paid to male employees versus the average hourly rate paid to female employees.

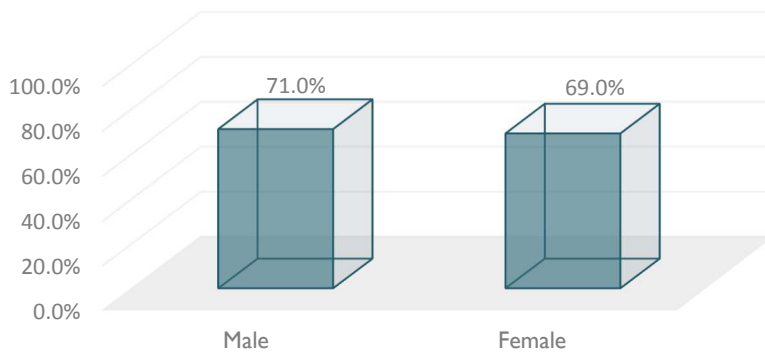
Hourly pay gap rate as a median average. This is a comparison of the mid-point hourly rate paid to male employees versus the mid-point hourly rate paid to female employees.



Average bonus gender pay gap as a mean average. This is a comparison of the average bonus paid to male employees versus the average bonus paid to female employees.

Average bonus gender pay gap as a median average. This is a comparison of the mid-point bonus paid to male employees versus the mid-point bonus paid to female employees.

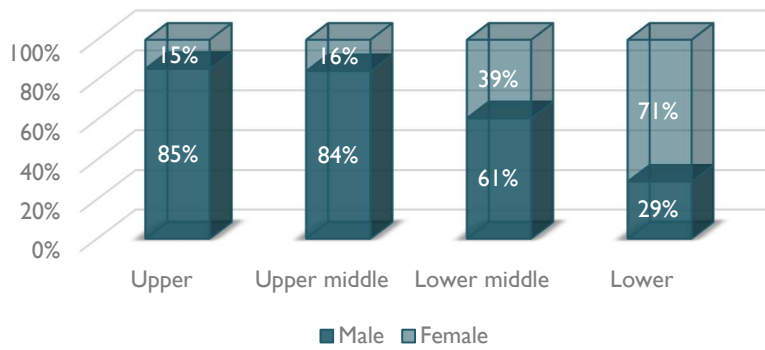
Proportion of Male and Female employees receiving Bonus (%)



71.0% of male employees received a bonus during this reporting period.

69.0% of female employees received a bonus during this reporting period.

Hourly Pay Quartiles



Proportion of males and females in each quartile e.g. when divided into four groups. Ordered from lowest to highest pay.

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 roles where fewer females are attracted to this profession.

Where male and female colleagues undertake a similar role, in a similar location, research and findings show that the MDIS Group 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. This is also evident throughout the construction industry sector, with less than 40% of females entering the industry.

The MDIS Group 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.

MD INSURANCE GROUP			
Mean hourly pay gap	31.91%	Median hourly pay gap	39.68%
Mean bonus pay gap	30.81%	Median bonus pay gap	40.95%
Proportion of male employees who received bonus pay			71.00%
Proportion of female employees who received bonus pay			69.05%
Hourly Pay Quartiles	Male	Female	
Upper	85.39%	14.61%	
Upper middle	84.27%	15.73%	
Lower middle	60.67%	39.33%	
Lower	28.89%	71.11%	

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.

Signature



Name

Jacqueline Goodman

Position

Managing Director