

cmac.

The Gender Pay Gap.

Report 2025

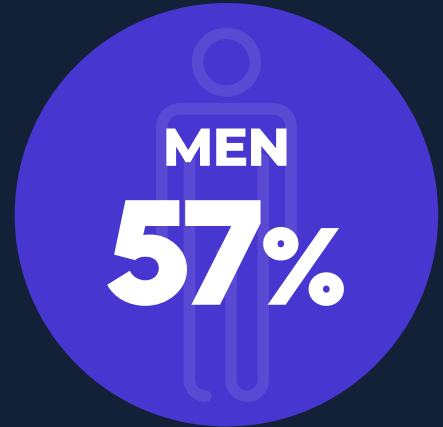
www.cmacgroup.com

Our business.

CMAC Group is a leading managed ground transport and accommodation provider delivering services across Europe and beyond, employing 204 people.

We supply time-critical passenger transport for world-leading organisations, from airlines and train operators to corporations and breakdown companies, requiring a range of skilled operatives and professionals across a range of vocations and disciplines.

As a business employing 204 people it is a legal obligation to report on our gender pay, in accordance with The Equality Act. This report covers the gender split and pay gap of our employees for the snapshot date of April 5 2025.



The Gender Pay Gap.

The Gender Pay Gap is a measure of the difference in average earnings between men and women.

This is not the same as equal pay, which ensures men and women are paid equally in equal roles regardless of gender.

Mean

The mean figure is found by adding up all of the rates (whether for hourly rates or bonuses) then dividing the total by the number of results in the list. The mean gap is then found by calculating the difference between the male and female mean figures.

Median

The median figure is found by listing all the rates (whether for hourly rates or bonuses) in order of lowest to highest and selecting the middle number. The median gap is then found by calculating the difference between the male and female median figures.

Our findings.

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

14%

Median bonus gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

0%

Bonus proportions

The proportions of male and female employees who were paid bonus pay during the relevant period

Men
86%

Women
93%

Quartile pay bands:

	Lower	Lower middle	Upper middle	Upper
Men	33%	63%	61%	73%
Women	67%	37%	39%	27%

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

45%

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

47%

Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The logo for CMAC, featuring a red lowercase 'c' followed by lowercase 'mac' in white, with a red dot at the end of the 'c'.

cmac.

Committed to ensuring
equal opportunities for all.