

cmac.

The Gender Pay Gap.

Report 2022

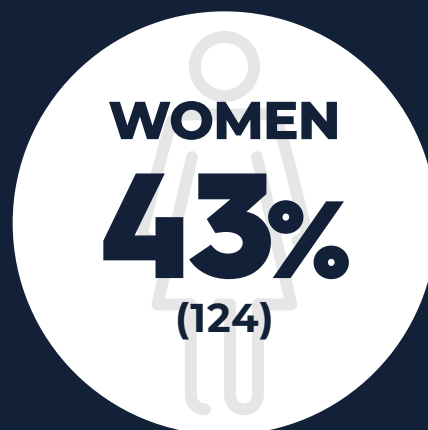
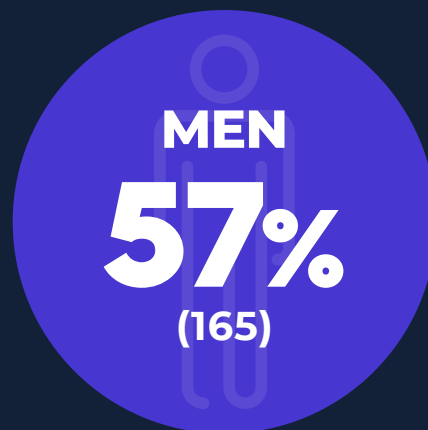
www.cmacgroup.com

Our business.

CMAC Group is a leading managed ground transport and accommodation provider delivering services across Europe and beyond, employing 289 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 more than 250 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 2022.



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

3.5%

Median bonus gap

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

3.7%

Bonus proportions

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

Men 83% Women 89%

Quartile pay bands:

	Lower	Lower middle	Upper middle	Upper
Men	55%	49%	50%	63%
Women	45%	51%	50%	37%

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

10%

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.

0.01%

Mean bonus gap

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

CMAC Group plays a vital role in safely moving over two million people each year.

In 2022 we reached an exciting new milestone in our business and, due to rapid growth, we now employ 289+ people across Europe.

In reaching this milestone it is vital that we now publish CMAC's gender pay gap report, and I'm pleased to share this with you.

Since CMAC was founded, in 2007, we have been committed to empowering our employees to shape their own future by providing equal access to opportunities, regardless of age, gender, religion, sexual orientation, disability or background, and we are committed to supporting each and every employee in achieving their career goals.

We firmly believe that a diverse workforce enriches our company and the value that we provide to our clients, and their travellers, and we're proud that our teams represent the communities that our offices are based within.

These principles support our mission of being the leading managed ground transport and accommodation provider – with safety, accountability and openness at the heart of our business.

As an organisation that is committed to honesty and integrity, we believe it's important to be transparent across all areas of our business.

This is the first time that we have reported on gender pay and we will utilise the inaugural report to review what is working, where obstacles or challenges exist, and what actions are needed to promote change within our organisation.

Our median gender pay gap is 3.5% and, whilst small, we will not be complacent. Closing the gap is a long-term plan and as such we are committed to ensuring there are incremental changes over time.

As we continue to expand across Europe and beyond, we're focused on embracing actions that strive to increase the gender balance and culture of diversity and inclusion in the workplace, and by extension reducing the gender pay gap.



Peter Slater
CEO



Committed to ensuring
equal opportunities for all.