



Gender Pay Gap High Level Results

Data as at April 2023 (Reporting April 2024)

Moving Forward Together 

Stonebridge 

SDL Surveying 

Revolution 

Hi!

As you know, it is a legal requirement for companies with more than 250 employees to publish their gender pay gap figures. Here at MSS, we wanted to not only meet that requirement but also ensure we used our data to understand where we need to improve.



This report adds colour to our high level results and highlights actions we're taking to break the mould in our industry.

It's important to note that gender pay gap is not the same as equal pay. We're 100% confident, and our data shows, that we pay equal pay for equal work. The Equality Act 2010 makes it illegal for businesses to pay a woman less than a man for doing the same job.

Like the vast majority of the property and financial services industry, MSS has a stark gender pay gap. This is a reflection of how the types of roles we employ have historically appealed to one gender over others. With this in mind, our actions are all about making all our roles attractive to all genders which in turn will naturally improve our gender pay gap.

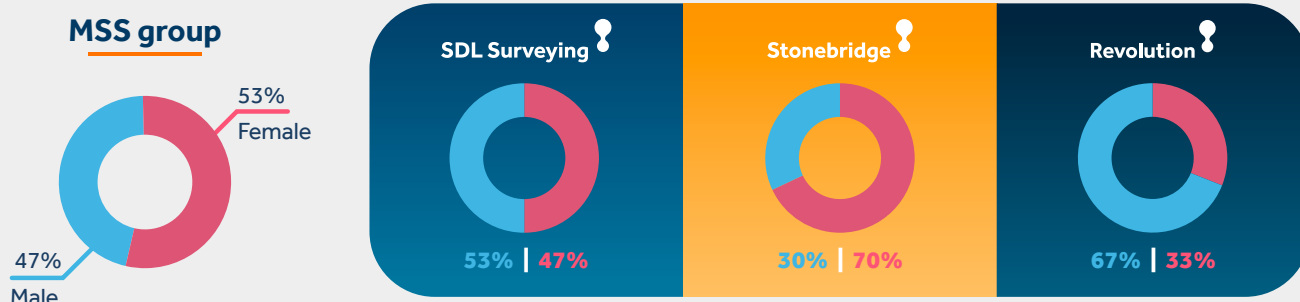
There is lots of work still to do, but this report demonstrates the progress we've made so far and the actions we continue to take.

Sarah Tuck

Chief People & Marketing Officer

Gender split across the MSS group

Below shows the gender split of the 418 employees we have on payroll who identify as men or women, across SDL Surveying (282 employees), Stonebridge (122 employees), and Revolution (12 employees).

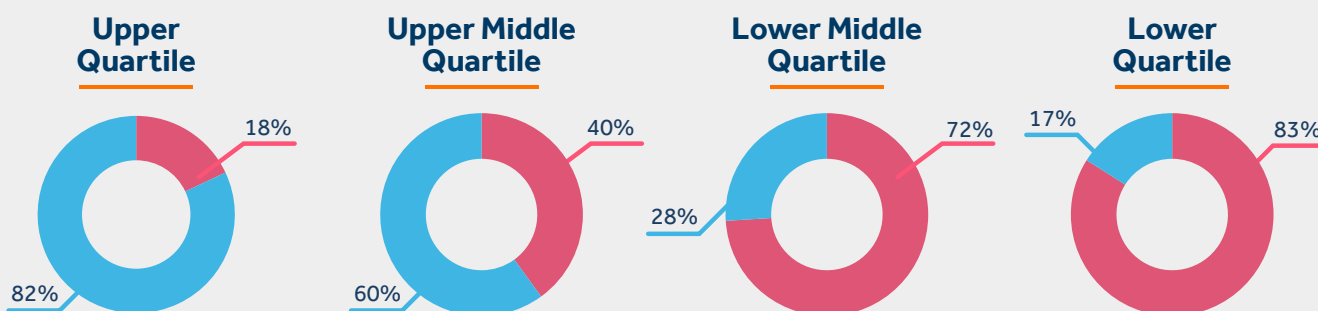


MSS group



These numbers come from the combined payrolls across MSS as at 5th April 2024. They are the figures we are legally required to present.

We have split our colleagues into four quartiles based on their average hourly rate of pay to show the gender distribution across MSS.



Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company.

Mean Hourly Pay

38%

Mean Bonus Pay

72%

Median Pay Gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

Median Hourly Pay

45%

Median Bonus Pay

45%

Bonus Proportion

This is the proportion of each gender who receive a bonus. Only 1% more men receive bonuses than women at MSS.

Bonus Proportion

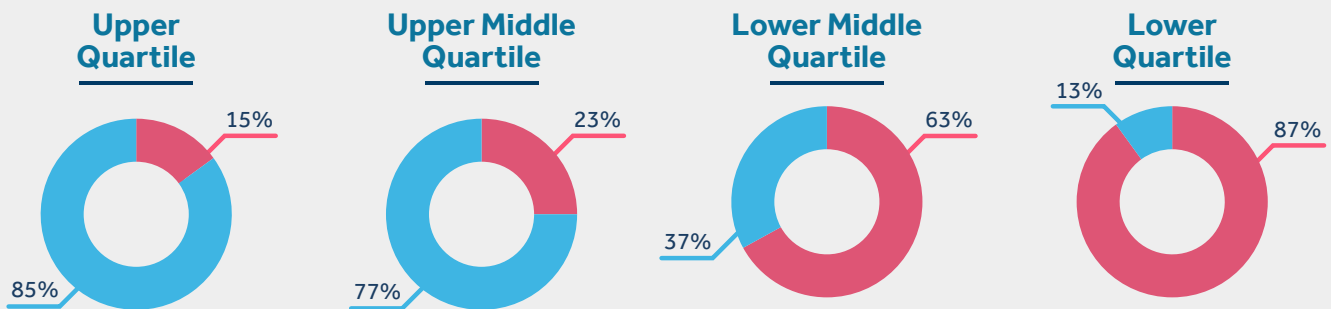
91%

90%

SDL Surveying

These numbers come from the SDL Surveying payroll as at 5th April 2024. They are the figures we are legally required to present.

We have split our colleagues into four quartiles based on their average hourly rate of pay to show the gender distribution across SDL Surveying.



Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company. Mean hourly pay is 44% higher for men compared to women.

Mean Hourly Pay

41%

Mean Bonus Pay

68%

Median Pay Gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

Median Hourly Pay

48%

Median Bonus Pay

52%

Bonus Proportion

This is the proportion of each gender who receive a bonus. 2% more women receive bonuses than men at SDL Surveying.

Bonus Proportion

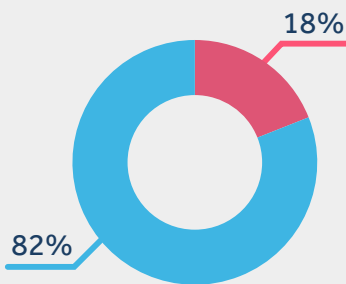
94%

96%

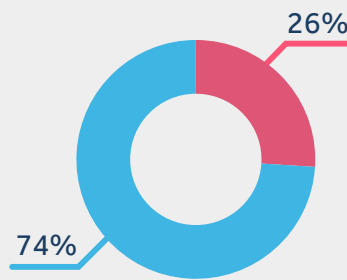
The Surveying Industry

Historically, surveying has been extremely male-dominated profession. According to the most recent data from the Royal Institution of Chartered Surveyors, around 19% of its members identify as women. As per the charts below, the gender split of surveyors working for SDL Surveying at the end of FY22 was in line with this industry average at that time. However, we are pleased to report that in the 12 months that followed this data, we are now ahead of the industry average and 26% of our growing team of surveyors are now female.

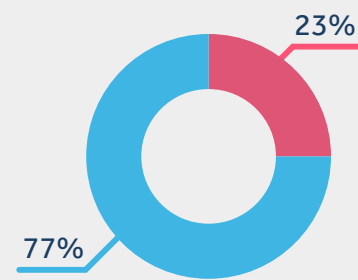
Surveying Industry Gender Split Today*



SDL Surveying Gender Split (FY23)



SDL Surveying Gender Split (FY24)



Our Surveyors

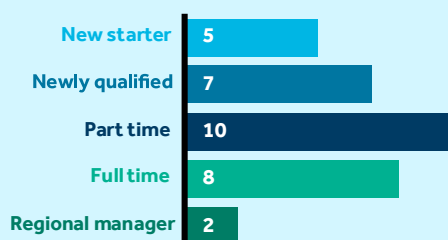
Mean Ordinary Pay Gap

27%

The mean ordinary pay of male surveyors at SDL Surveying is **27% higher than female surveyors**.

However, this figure does not take into account part-time working. According to our latest data, **25% of our female surveyors have chosen to be on a part-time or term-time contract**. This skews this calculation in favour of our male surveyors, of whom a higher proportion are on full-time contracts.

Female surveyors as at April 1st 2023:



Mean Hourly Pay Gap

19%

This calculation removes the pay discrepancies caused by part-time contracts (explained on the left).

Reasons can also be given as to why our male surveyors are paid **19% more per hour** compared to their female counterparts.

Due to our efforts to recruit and train more female surveyors, a whopping **47% of our female surveyors are currently new starters or newly qualified**.

In the short term, this skews this calculation in favour of our male surveyors, as a higher proportion of our inexperienced surveyors are female.

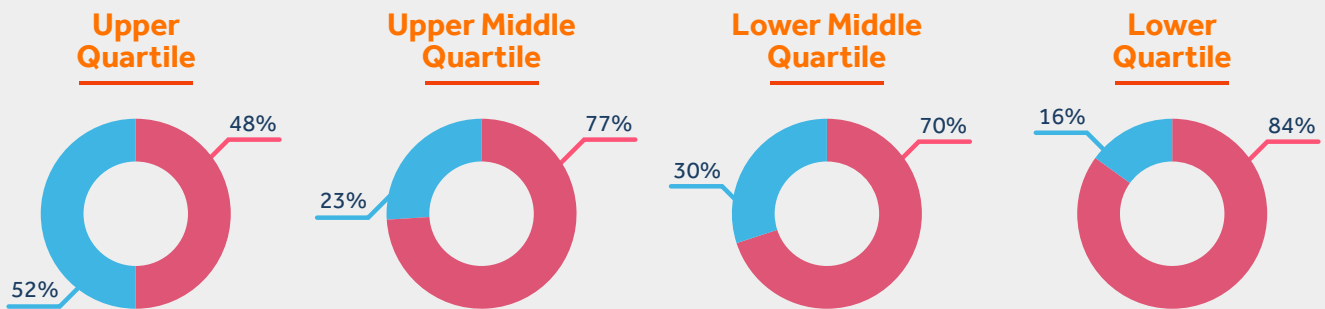
However, by demonstrating their competencies, our new **female surveyors will soon reach their full earning potential**.

* Women in surveying: insight report, July 2023, RICS.org

Stonebridge

These numbers come from the Stonebridge payroll as at 5th April 2024. They are the figures we are legally required to present.

We have split our colleagues into four quartiles based on their average hourly rate of pay to show the gender distribution across Stonebridge.



Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company. Mean hourly pay is 19% higher for men compared to women.

Mean Hourly Pay

19%

Mean Bonus Pay

68%

Median Pay Gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

Median Hourly Pay

20%

Median Bonus Pay

49%

Bonus Proportion

This is the proportion of each gender who receive a bonus. 3% more women receive bonuses than men at Stonebridge.

Bonus Proportion

78%

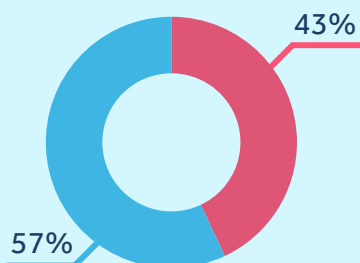
81%

Women in leadership

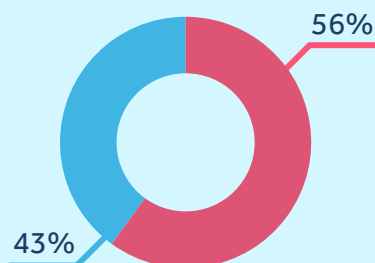
At MSS, we're proud of the number female leaders and managers within our teams.

The below charts show that 43% of senior leaders are female, while 56% of our middle managers and team leaders are also female. These are healthy results when compared to global and European averages. According to Grant Thornton's "Women In Business 2022" report, only 32% of global senior leadership roles are held by women.

Senior Leaders Gender Split



Managers & Team Leaders Gender Split



We're proud of long-serving female leaders!



Lesley Sharkey
(Joined 2013)

Recruitment Director,
Stonebridge



Jo Carrasco
(Joined 2007)

Business Partnerships Director,
Stonebridge



Clarissa Lydon
(Joined 1996)

Client Relationship Director,
SDL Surveying