

Gender Pay Gap Report 2023

As of 5th April 2023

Magnet

Better. By design

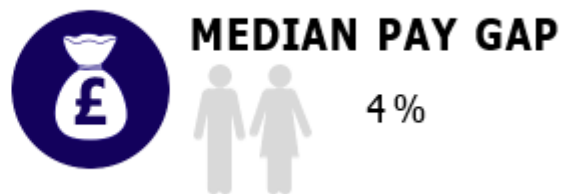
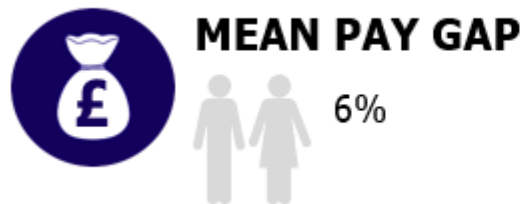
Understanding Magnet

- Magnet is committed to ensuring equality, fairness and equal opportunities for all colleagues
- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We have a total of 2237 colleagues of which 68% are male and 32% are female
- We have a 4% pay gap at the median pay gap which means that for every £1 a male colleague earns, a female colleague earns 96p
- We have more men in the highest paid roles as shown by the upper pay quartile of 72% male and 28% female
- We have more women in part time roles (working 30 hours per week or less) – 11% female and 2% male

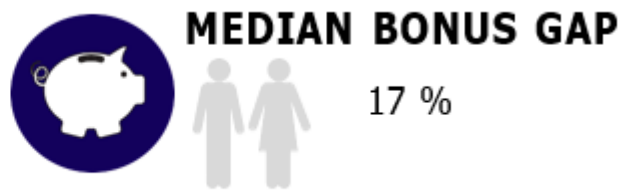
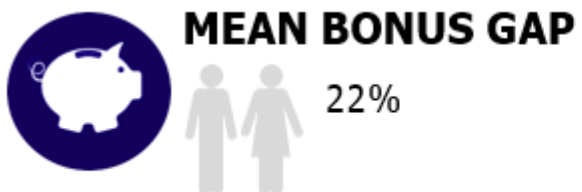


Gender Pay Gap

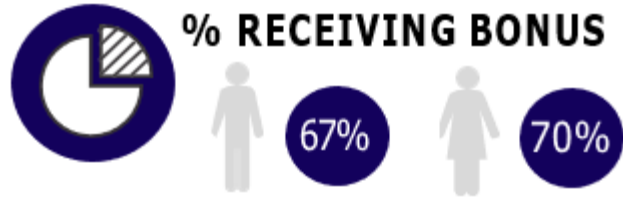
- Mean and median difference in hourly rate of pay for males and females in April 2023 and April 2022



- Mean and median difference in bonus pay for males and females in April 2023 and April 2022
- All bonus schemes are meritocratic based on individual and/or business [performance](#)



- Percentage of males and females receiving bonus payments in the year immediately proceeding 5th April 2023 and 5th April 2022



- Gender split within each of the quartile salary bandings

QUARTILES 2023

	M%	F%
Quartile 1	65	35
Quartile 2	65	35
Quartile 3	70	30
Quartile 4	72	28

We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation



Magnet

Better. By design