



**MS INTERNATIONAL plc**

**Gender Pay Gap Supporting Statement**

MS INTERNATIONAL plc is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender Pay Gap is the difference between the average earnings of males and females expressed relative to male earnings. The data is based upon a snapshot date of 5 April 2023.

Employers must both:

- Publish their Gender Pay Gap information on their website.
- Report their data to the government online – using the Gender Pay Gap reporting service.

**Statement**

MS INTERNATIONAL plc is engaged in the design and manufacture of specialist engineering products and the provision of related services.

**Results**

Mean Pay Gap	17.6%
Median Pay Gap	4.7%
Mean Bonus Gap	88.9%
Median Bonus Gap	84.8%

	<b>Male</b>	<b>Female</b>
Proportion of different genders receiving Bonus Payments	9.0%	11.8%
Proportion of different genders in the Lower Pay Quartile	86.7%	13.3%
Proportion of different genders in the Lower Middle Pay Quartile	89.5%	10.5%
Proportion of different genders in the Upper Middle Pay Quartile	92.0%	8.0%
Proportion of different genders in the Upper Pay Quartile	86.7%	13.3%

As you see the industry is quite heavily male dominated with 1 in 9 employees being female.

Traditionally engineering has not been an area that females have entered into when selecting a career.

Female employees in the group tend to be more prominent in the defence division and office based positions.

**Pay Systems**

In determining pay and reward for our employees we balance a number of factors, including the economic climate, company performance as well as external market for the roles that we offer. Whilst our reward systems have always ensured full compliance with equal pay, we intend to generate gender pay gap considerations into future reviews of pay and rewards.

This statement confirms that the published information is accurate as at the time of publishing.

M O'Connell  
Group Finance Director