

# GENDER PAY GAP

REPORT 2023



# OVERVIEW

For over 170 years McLaughlin & Harvey Building & Civil Engineering Contractors has combined traditional values and experience, with an advanced innovative approach. With over 815 employees the company operates throughout the United Kingdom and Ireland, delivering quality construction projects and achieving excellence.

In Great Britain there is a legal requirement to carry out a gender pay gap report annually. Northern Ireland has yet to pass similar legislation so the information contained in this report is for McLaughlin & Harvey Construction Limited and does not include other parts of the Group.

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# INTRODUCTION

At McLaughlin & Harvey we value our people and the contribution they make to the successful delivery of our projects. Our aim is to provide our employees with the opportunity to develop in an inclusive and supportive environment. McLaughlin & Harvey Construction Limited employs 279 staff, with a turnover of £253.8m in the year. Of our workforce, 15 employees work for the waste management business. We pay our workforce fairly for the work they do, creating a working environment where there are equal opportunities for each employee irrespective of their gender. This can be seen in all our processes and policies, ensuring opportunities are fair and equitable for all. Year on year we see small but progressive changes and we recognise that it will take time to see any significant change from our initiatives to increase diversity, especially in the number of females employed at all levels across the Group.

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# GENDER PAY GAP REPORTING

Since the introduction of the regulations we have reported and published company information in respect of the gender pay gap. We are an equal pay employer ensuring a male or female performing the same job in the company receive the same pay. The gender pay gap shows the difference between the average hourly earnings of males and females across the workforce. This is not the same as equal pay.

The Government Equalities Office set out the methodology for companies to use to report their mean and median gender pay gap, bonus gap and distribution across quartiles.

Difference between men and women	Mean (Average)	Median (middle)
Gender Pay Gap	33.9%	47.3%
Gender Bonus Gap	28.0%	78.3%

The mean is calculated by adding the wages of all relevant employees and dividing the figure by the number of employees of each gender.

The median is the figure that falls in the middle of the range when taking all wages smallest to largest for male and female employees.



# KEY FINDINGS

The construction industry in which we operate is traditionally a male sector, particularly at senior levels. However, we are committed to equal opportunities and fairness in our recruitment, development, promotion and reward practices with a target of increasing the number of females in our business and industry. Overall, there has been a small change in the figures being reported this year, with a 2% increase in the overall number of females within the business. In 2023 the waste management division TUPE transferred a number of employees out of the business. These employees were largely male from the lower quartile, reflecting an increase in the percentage of female employees within lower quartile figures of the 2023 report.

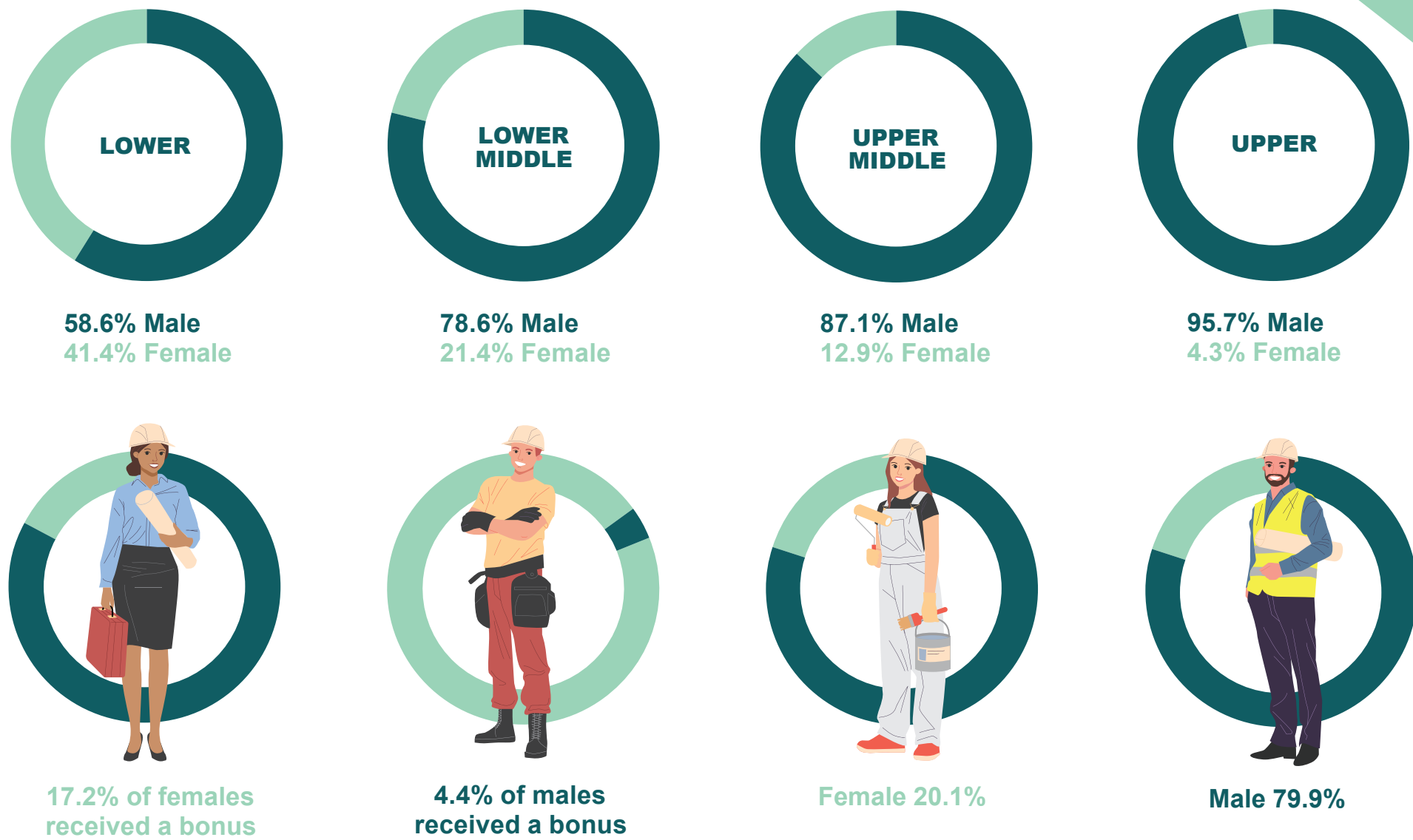
In order that there is a shift in the number of females working in the industry we continue to work with schools and universities to raise awareness of the wider job opportunities in construction and provide students with an understanding of the qualifications required to perform these roles.

The number of females studying in construction related disciplines is increasing however the number still remains less than the number of males which results in females being under-represented within the construction industry.

A higher proportion of females working in our business fulfil roles of functional support which are typically lower paid than qualified occupations and this can be seen in the breakdown across the four quartiles.



Distribution of all employees across pay quartiles as at 5 April 2023.



# BRIDGING THE GAP

We continue to recognise the need to increase the number of females we employ to improve our gender balance and become a more diverse workforce. Each year we invest in education and training, including our apprenticeship, traineeship and graduate opportunities developing the talent of engineers, quantity surveyors and other construction professionals. Our focus is on encouraging more females into careers in STEM disciplines through our educational partnerships using females already employed in the business as STEM Ambassadors in our local schools.

# STATUTORY DISCLOSURE

Median gender pay gap	<b>47.3%</b>
Mean gender pay gap	<b>33.9%</b>
Median bonus pay gap	<b>78.3%</b>
Mean bonus pay gap	<b>28.0%</b>
Bonus received (m/f)	<b>4.4% / 17.2%</b>
Upper quartile (m/f)	<b>95.7% / 4.3%</b>
Upper middle quartile (m/f)	<b>87.1% / 12.9%</b>
Lower middle quartile (m/f)	<b>78.6% / 21.4%</b>
Lower quartile (m/f)	<b>58.6% / 41.4%</b>

I confirm the information and data reported is accurate as of the snapshot date **5 April 2023**.



David O'Neill, Group Finance Director

