

## Gender Pay Gap Reporting

### What is Gender Pay Gap Reporting?

From 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations require any UK organisation employing 250 or more employees to publicly report its gender pay gap. The gender pay gap is the difference in the average earnings (measured using the mean and median) between all men and women in an organisation regardless of the roles they undertake.

Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women performing work of equal value.

### Our Gender Pay Gap Results

The figures are shown below:

- The mean gender pay gap for M Anderson Construction Ltd is: 100%
- The median gender pay gap for M Anderson Construction Ltd is: 100%
- The mean gender bonus gap for M Anderson Construction Ltd is: 100%
- The median gender bonus gap for M Anderson Construction Ltd is: 100%
- The proportion of male employees in M Anderson Construction Ltd receiving a bonus is 11% and the proportion of female employees receiving a bonus is 0%.

### Pay quartiles by gender:

Band	Description
A	Includes all employees whose standard hourly rate places them in the top quartile
B	Includes all employees whose standard hourly rate places them in the upper middle quartile
C	Includes all employees whose standard hourly rate places them in the lower middle quartile
D	Includes all employees whose standard hourly rate places them in the lower quartile

Band	Male	Female
A	100%	0%
B	100%	0%
C	100%	0%
D	100%	0%

At the 5<sup>th</sup> of April 2022 (snapshot date), we had 285 employees of which 0 were female and 285 were male.

M Anderson Construction Ltd is certain that its gender pay gap does not stem from paying men and women differently for the same or equivalent work rather it is the result of the different roles in which men and women work within the Anderson Group. M Anderson Construction Ltd, which is part of the Anderson Group, employs site-based operatives such as Site Managers, Machine Drivers and Groundworkers, all of which were male.

M Anderson Construction Ltd operates a positive health & safety culture and undertakes extensive training for its workforce. We are committed to implementing principles, which ensure that no individual is treated less favourably than any other because of their: age, gender, reassignment, marriage, civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We are committed to the code of equal opportunities and equal treatment for all our employees, and we benchmark our salaries on an annual basis reviewing market data, using reports from agencies, pay data organisations and advertisements. We also look at our recruitment trends to ensure our roles are reviewed and benchmarked in a fair and consistent way.

Whilst the government legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap, M Anderson Construction Ltd see this as an opportunity to look at ways of improving our business strategy in our efforts to create a diverse and gender balanced workforce. Whilst M

Anderson Construction Ltd recognises that construction generally attracts a higher proportion of males into the workplace, we are committed to addressing gender representation and supporting women into the workplace.

### **Future Plans**

We will continue our best practice policies in regard to our Diversity and Inclusion strategies, as well as promoting equal opportunities to all of our employees irrespective of gender. We will continue to find ways of attracting more women into the construction industry and will actively seek out more ways of reaching women via our recruitment campaigns and career fairs.

We will also look at development opportunities and ways to attract and select more women into site-based roles to gain a higher percentage of female representation in all roles across the business. We will seek to promote career development practices to ensure we have opportunities in place to potentially grow more female leaders.

Our commitment to bring women together through a positive work environment with consistent and honest practices, and to support career development, will be ongoing and we will use our gender pay gap information to learn and improve our business strategies.

*Steve Howe*

**Steve Howe**  
**Managing Director of Construction**