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MJL CONTRACTORS LIMITED – GENDER PAY REPORTING





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Gender Pay Reporting

From April 2017, all UK companies with over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earning of men and women over a set period of time to 5 April 2018, regardless of their role or seniority level within the business. For the MJL Group of companies, MJL Contractors Limited employs more than 250 employees and therefore is presenting its second report under this requirement.

The gender pay gap is not about equal pay. Equal pay is ensuring that men and women doing the same job are paid the same. As a business we recognise the importance of equal pay for equal work and we regularly carry out in-depth analysis of our pay and policies as a result.

Within our report we are required to disclose;

- The average pay gap as a mean average.
- The average gender pay gap as a median average.
- The average bonus gender pay gap as a mean average.
- The average bonus gender pay gap as a median average.
- The proportion of males and females receiving a bonus payment.
- The proportion of males and females when divided into four groups ordered from lowest to highest pay.

The details as to how this calculation are performed can be found at

<https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

Declaration

I confirm that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

M Lugg

A handwritten signature in black ink, appearing to read 'M. Lugg', is written over a light blue horizontal line.

Director

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Results

Gender pay gap

	Mean - 2018	Mean - 2017	Median - 2018	Median - 2017
Pay gap	11.4%	4.0%	25.1%	18.0%
Bonus gap	39.6%	83.8%	25.0%	25.0%

What this means

The pay gap calculations show that on average men are paid 11.4% more than women as a mean average and 25.1% more on a median average.

This difference is due to the fact that the vast majority of females work in administrative or support positions which are represented in the lower and lower middle earning quartiles.

Proportion of males and females receiving a bonus

	Male - 2018	Male - 2017	Female - 2018	Female - 2017
Percentage receiving a bonus	19.0%	16.6%	81.3%	71.4%

What this means

The analysis shows that a higher proportion of females receive a bonus, however as illustrated in the table above both the median and mean bonus received by males is higher.



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Proportion of male and female employees in each pay quartile

	Male – 2018	Female – 2018	Male – 2017	Female - 2017
Lower Quartile	87.7%	12.3%	92.1%	7.9%
Lower Middle Quartile	98.7%	1.3%	95.5%	4.5%
Upper Middle Quartile	98.7%	1.3%	98.9%	1.1%
Upper Quartile	95.1%	4.9%	94.9%	5.1%

What this means

The majority of female employees at MJL Contractors Limited are employed in administrative or support position which are represented in the lower and lower middle quartiles.

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Taking action

We are confident that our pay and bonus gaps are based on the distribution of men and women across the different levels of our business and not because of our pay policies.

Whilst our senior management positions are more gender balanced, the industry in which we work is male predominant due to the level of female applications we receive in site operational roles. This bears a considerable impact on statistics.

Our policies are under constant review where improvements are made and we will continue to raise awareness to all employees to ensure that the gender pay reporting is communicated and understood by all.

Administrative rolls have the advantage of flexibility in working hours to make them more family friendly. The Company is committed to further close the gender pay gap and will work to encourage a larger % of female applicants to close the gap within the roles that are more male dominated.