

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 is: 100%
- The mean gender bonus gap for M Anderson Construction is: 100%
- The median gender bonus gap for M Anderson Construction is: 100%
- The proportion of male employees in M Anderson Construction Ltd receiving a bonus is 14% 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 5th April 2020 (snapshot date), we had 271 employees. Of this 0 were females and all 271 were males.

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 its gender pay gap is the result of the roles in which men and women work within the organisation. 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 not one

person is treated less favourably than any other person 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. Our recent pay review found that overall men and women receive equal pay for equal work.

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. As a Company we recognise that whilst Construction generally attracts a higher proportion of males into the workplace, M Anderson Construction 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 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 senior site based roles to gain a higher percentage of female representation into both management level and senior management 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

Managing Director of Construction